

# Association initiative for social change (InSoC)

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## ANNUAL REPORT 2017

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May, 2017

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## 1. **ORGANIZATION INFORMATION**

In March 2009, from initiative by activists of several Roma NGOs from Republic of Macedonia was established InSoC - Initiative for Social Change.

### **The InSoC vision is:**

Roma live as socially equal actors in society, ASCEND individuals and society as a whole.

The ASCEND to which InSoC weighs means raising the value of each individual in society and society as a whole through a social change aimed at the sustainable development of democratic values, the rule of law, human rights and human capital.

InSoC members agreed to work jointly towards achieving the Mission:

### **We actively contribute to social change and a just society.**

Activities for social change and equitable national development are the based of a just society that involves the work of changes in the social structure of society, patterns of social behavior and social relations, social groups and individuals, as well as normative changes in the direction of upgrading the values of each individual in society and society as a whole.

### **The objectives of InSoC are:**

- Encourage partnerships and good cooperation between Roma NGOs and state institutions for social inclusion of Roma in the period 2014-2020.
- Strengthening the capacity of Roma NGOs to access EU funds and other bilateral funding opportunities.
- Advocating for greater inclusion of Roma in accordance with the EU2020 guidelines.

### **Expectations:**

- Each person achieves the maximum possible individual development.
- Society composed of self-realized individuals to function harmoniously and in the direction of sustainable joint development.

### **InSoC values are:**

- Democracy
- The Rule of Law
- Human rights
- Human capital

InSoC works on social change in the social structure, organization, institutions, behavior, relationships and movement. In its work, InSoC applies the identified activities of active citizenship: observation and analysis, reporting, promotion, education, motivation, direct services, advocacy, networking, communication, negotiation, mediation, information, etc.

InSoC applies innovative and modern approaches that include artistic, scientific, media and other approaches to work. In its work, InSoC realizes the values it promotes - democracy, rule of law, human rights, human capital.

InSoC has a rights-based approach that includes a direct link to human rights, job responsibilities, empowerment of individuals and groups and their participation in work and equal opportunities, with a particular focus on vulnerable groups, especially Roma.

InSoC was established by experienced civil society and human rights activists with many years of experience working on issues related to Roma. People who are involved in InSoC are well known as Roma civil society activists and local-level experience of the Roma community, research, training, support, and other types of activities. For example, InSoC employees were involved in the creation of public policies targeting Roma in the Republic of Macedonia, that is, the National Strategy for Roma and the Action Plans of the Decade of Roma Inclusion 2005-2015, including the revised plans. InSoC is engaged by the Ministry of Labor and Social Policy to facilitate and provide technical assistance for the preparation of local action plans for the Decade of Roma Inclusion 2005-15, in several municipalities in Macedonia.

Regarding the organizational knowledge of Roma issues in Macedonia and beyond, InSoC has actually played a key role in the monitoring program called DecadeWatch Macedonia, followed the implementation of the Decade of Roma Inclusion 2005-15, and the InSoC team was involved in national and international activities related to this policy. Therefore, InSoC has in removing almost all relevant available information related to the Decade of Roma Inclusion 2005-15, as well as in relation to the National Roma Strategy.

The InSoC team was involved in a number of other surveys and reports, and have a great deal of information on the overall situation of Roma in Macedonia, such as: UNDP Surveys, REF Analysis and Strategy for Macedonia, micro study on employment policies Roma, ECMI-ROM reports on education, employment, health and human rights, a regional minority study discourse within the EU accession process, a regional study on the participation of minorities in financial flows associated with the assessment of EU accession.

In 2011, InSoC was a contact point for the ROMED project, which is supported by the Council of Europe. InSoC coordinated 30 local mediators from 4 municipalities, representatives from local institutions.

As part of the overall efforts to reduce poverty among Roma, the Initiative for Social Change - InSoC started the implementation of the "Model of Roma mediators" project, funded by the Open Society Institute - Budapest Institute. The project aimed to increase the access of Roma representatives to the local self-government units and to help local Roma communities become active users of public services at the local level

by developing a model for Roma mediators. The project was designed in a year and focused on 3 municipalities, to serve as a model for other municipalities.

In 2012 and 2013, InSoC's activities were aimed at increasing advocacy efforts. The realized projects for this period were: "Municipal governance and inclusion of Roma in Europe - Lessons from the field" with this project InSoC promoted the activities of the municipalities in the Republic of Macedonia; The project "Civil Society Monitoring for Implementation of National Roma Integration Strategies and Decade Action Plans" provides an impact on the social community in order to effectively implement public policies targeting Roma in the Republic of Macedonia; The project "Political representation of Roma in UN agencies and EU institutions", which was an advocacy initiative to create greater representation of Roma in EU institutions and UN agencies.

InSoC has developed excellent cooperation and relationships with a number of relevant stakeholders regarding Roma issues, including national and local authorities, non-governmental organizations and the international community, and is part of several civil society networks.

The InSoC team was consulted on the planning of project activities for IPA 2008, IPA 2009 and IPA 2010 Component 1, 2009-13 and IPA Component 4, especially important for Roma issues. They are also consulted on other EU-funded programs, such as EIDHR 2010 for Macedonia. Civil Society Action Program 2015 / Instrument for Pre-Accession Assistance (IPA) Europe Aid / 151569 / DD / ACT / MK, RIO - Budapest, USAID and others.

In addition, InSoC employees were consulted on project fiches and projects funded by the EU in relation to Roma issues. InSoC provided technical assistance to certain state authorities for projects that were planning their development.

## Basic information

Official name of the organization:					
<b>Association Initiative for Social Change InSoK - Skopje</b>					
str. Miladin Popovic 4-1a					
			Tel. +389 (0) 2 614 2690		
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			URL: <a href="http://www.insoc.org.mk">www.insoc.org.mk</a>		
<u>Име на законскиот застапник на организацијата (лицето овластено да ја преставува и застапува)</u>					
<b>Samet Skenderi</b>					
<u>Bank name:</u>			<u>Number of account:</u>		
Komercijalna banka A.D. Skopje			<b>300000002903149</b>		
<u>Tax number:</u>			<u>Number of entity – NBE:</u>		
<b>MK 4080009501892</b>			<b>6468381</b>		
<u>Date of establishment:</u>					
16.03.2009					
<u>Date of last registration:</u>			<u>Reference number:</u>		
30.03.2009			<a href="#">30120090058379</a>		
Number of mebers:	19	Active;	13	Passive;	6
Mission:					
We actively contribute to social change and a just society.					
Activities for social change and equitable national development are the based of a just society that involves the work of changes in the social structure of society, patterns of social behavior and social relations, social groups and individuals, as well as normative changes in the direction of upgrading the values of each individual in society and society as a whole.					
<b>Target group:</b>					
1. Representatives of civic associations that are representing the needs of the Roma community;					
2. Representatives of institutions and administrative workers;					
3. Persons who are Roma and work for Roma.					
<b>The organization operates with activities of:</b>					
1. Local level					
2. National level					
3. International level					
Areas that describe a work of our NGO:					
❖ Economic development;			❖ Social issues;		
❖ Women's issues;			❖ Human rights;		
❖ Problems of youth and children;			❖ Impact on public policy;		
❖ Interethnic relations;			❖ Marginalized groups;		
❖ Scientific research;					
<b>Methods of operation:</b>					
❖ Research;			❖ Providing services (specify);		
❖ Training;			❖ Advisory and administrative technical;		
❖ Public education and awareness raising;					
❖ Advocacy and lobbying;					

Sources of funding;	Amount of funds (in MKD) for 2017;
Sources of project activities of NGOs (transfer obligations from the previous year)	4.644.636,00
Support from the local self-government	0,00
Support from the central government	0,00
Donations from corporations	0,00
Donations from individuals	0,00
Grants from Macedonian organizations	0,00
Grants from international organizations	10.189.958,00
Bank interest payments	98.720,00
Other - Equipment / extraordinary income	0,00
Revenues allocated for the following year	0,00
<b>Total:</b>	<b>14.933.314,00</b>

**Costs:**

Description of costs:	Amount (in MKD) for 2017
Material expenses and depreciation	452.554,00
Expenditures for project activities	7.720.930,00
Salaries and allowances paid	1.799.760,00
Capital Procurement and Equipment	20.000,00
<b>TOTAL:</b>	<b>9.993.244,00</b>

**Balance at 31.12.2017**
**4.940.070,00**
**Equipment and other resources;**

Office?	Yes, (with an area of 70m2)
Phone Fax?	Yes,
Computers photocopier, scanner, graphoscope, LCD, etc.	Yes,

**Organizational management and assessment of human resources:**

Number of full-time employees;	<b>4</b>
Number of part-time employees;	<b>0</b>
Number of full-time volunteers;	<b>0</b>
Number of part-time volunteers;	<b>2</b>
Percentage of representation of women;	<b>75%</b>

**Capabilities and Skills of InSoC staff and volunteers:**

- know and have the skills to prepare a project proposal?
- prior experience in implementing the project?
- experience in administrative work (archiving, correspondence, etc.)?
- experience in financial work (budget preparation, financial reports, etc.)?
- speak English?
- professionally competent in the field of work related to the mission of the association?

## II. RESULTS OF WORK

Association Initiative for social change InSoC Skopje publishes content in written and electronic form for its publicity as its tool for advocacy. The products for public information are: Annual report on the work of the association, the web site [www.insoc.org.mk](http://www.insoc.org.mk), leaflets for realization of various projects, etc. With these, InSoC strives to inform the public of the latest information and its ongoing activities, projects and other content that it considers provide information.

### Events

In the past period, the employees of InSoC participated in a number of public events organized by the NGO sector, ministries, international organizations, the EU, etc.

Significant events attended by InSoC employees can be summarized as follows:

#### TRAININGS / MEETINGS / EVENTS

EVENT	PERIOD 2017 YEAR	PLACE	PARTICIPANTS
TRAINING - Managing and implementing projects funded by EU funds	15-17 feb.	H. Sirius-Strumica	Verica Krzhovska
4th working meeting of TACSO 2 LAG	23-24 feb.	H. Radika-Mavrovo	Samet Skenderi
TRAINING - Basic human rights	25-26 feb.	H. Alexander Palace - Skopje	Verica Krzhovska
TRAINING - The role of CSOs as watchdog in monitoring public institutions	28-29 Jan.	H. Alexander Palace - Skopje	Haririjet Iseni
TRAINING - Managing and implementing projects funded by EU funds	9-11 March	H. Aurora-Berovo	
TRAINING within the project CIVIL SOCIETY IN ACTION FOR EQUALITY - "Concept for Non-Discrimination and Equality"	25-26 April	H. Bistra-Mavrovo	Samet Skenderi
Working meeting with Roma NGOs (discussion and preparation of next seminars for Roma)	7 March	EU Info Center - Skopje,	Muhamed Tachi
TRAINING - Managing and implementing projects funded by EU funds	9-11 March	H. Aurora-Berovo	Verica Krzhovska
WORKSHOP for advocating the future and role of Roma organizations	22-25 March	Belgrade, Serbia	Samet Skenderi
Consultative Working Meeting - Process of the Roma Decade	22 April	H. Zira-Belgrade	Samet Skenderi
WORKING MEETING Roma Integration 2020: National Responsibility and European Support, organized by the Open Society Institute-Budapest	25 - 26 April	H. Bistra-Mavrovo	Verica Krzhovska
TRAINING FOR Writing Effective Public Policies organized by the Foundation Open Society - Macedonia	10 May	H. Gracia-Kumanovo	Verica Krzhovska
Informative meeting and focus groups within the project "Local Integration of Refugees, Internally Displaced Persons and Minority Groups", organized by EPTISA	21-22 May	x. SCARDUS-Popova Shapka	Samet Skenderi
TRAINING for "Lobbying and bridging", organized	9-11 June		Samet Skenderi
from the Foundation Open Society - Macedonia	09-11 June	Brussels	Verica Krzhovska

WORKSHOP "Advocacy and tools for advocacy" organized by AFHRPR, INSOK and Mesecina in partnership cooperation of the project - Network of Roma NGOs - Response of the Roma community.	21-22 June	x. Radika-Mavrovo	Haririjet Iseni
WORKING MEETING Roma Integration 2020: National Responsibility and European Support, organized by the Open Society Institute-Budapest	23-25 June	x. BUSHI-Skopje	Muhamed Tachi
TRAINING FOR Writing Effective Public Policies organized by the Foundation Open Society - Macedonia	22-24 August	H. Radika-Mavrovo	Melissa Fidani
WORKSHOP for Networking at a local level organized by AFHRPR, INSOK and Mesečina in partnership cooperation of the project - Network of Roma NGOs - Response of the Roma community.	October 3-5.	H. Manastir-Berovo	Samet Skenderi Haririjet Iseni Verica Krzhoska Muhamed Tachi
TRAINING - Inclusion of young migrants in the process of decision-making at the local level	November 15-21.	Holandija	Haririjet Iseni
WORKSHOP - Localization of local self-government units, organized by AFHRPR, InSoC and Mesecina in partnership cooperation of the project - Network of Roma NGOs - Response of the Roma community.	28-30 November.	H. Manastir-Berovo	Samet Skenderi Verica Krzhoska Muhamed Tachi
WORKSHOP: "STRATEGIC COMMUNICATION: Sources for Future Roma Leadership and Long-Term Effects"	7-9 December.	Belgrad,Srbija	Haririjet Iseni
5th workshop of TACSO 2 LAG	December 20-21.	H.Epinal-Bitola	Verica Krzhoska

## **PROJECTS:**

**Number: 0801 (realized)**



### **Title:**

## **DECADE WATCH MACEDONIA - HALF WAY OF THE ROMA DECADE**

**Supported by:** Foundation Open Society Institute Фондација Институт Отворено Општество (ИОО-Zug), part of the network of the Soros Foundations

**The overall aim** of the project is to improve the situation of Roma in Macedonia and Roma Decade Region by improving the implementation of the Roma Decade through monitoring and advocacy and increased involvement of Roma in the Roma Decade.

To contribute to the project aim, the following objective shall be achieved through the project implementation:

1. To continue and strengthen Roma Decade monitoring and advocacy efforts of the Roma civil society in order to further improve the implementation of the Roma Decade.
2. To create useful and user friendly Roma Decade resources and Roma community involvement mechanisms in Macedonia.

### **Expected results:**

1. Positive changes in the implementation of the Roma Decade in Macedonia (such as increased budget, more active stakeholders, new programs, etc).
2. Increased monitoring and advocacy capacities among Roma activists, particularly those involved in the project.
3. National monitoring data-base and general Decade resources created and input into regional monitoring and advocacy efforts made.
4. Local Roma communities involved in the process of monitoring and information sharing.

### **Target group/ Beneficiaries:**

Final beneficiaries of the project are 54.000 Roma or 2,66% from the overall population of the Republic of Macedonia.

### **Direct project's beneficiaries:**

- Project team that include 3 persons and 10 monitors.

**Indirect target group:** State and local-self government, CSOs, Roma politicians, media, international organizations as EU, Council of Europe, OSCE, UN etc., regional Decade Watch team, roma community from 10 municipalities where the information will be collected and will be include in the meetings.

### **Project activities:**

1. Advocacy on national level
2. Monitoring and advocacy
3. Building activities

**Project sustainability:** The project introduces a number of innovations for implementation and monitoring of the Decade of Roma. The project is expected to make efforts to disseminate information, but also requires efforts by the entire civil society, in particular the Open Society Institute and the Roma civil society in the countries participating in the Decade. The project will create a structure and procedures for monitoring the Decade, as well as mechanisms for consultation, representation model of activities. Activists involved in the project will enhance the capacity of their procedures and structures for monitoring will be created diverse and adequate resources. This is one aspect of sustainability of the project that will remain after completion of the project.

### **Budget:**

40.100 EUR

### **Duration:**

September 2009 – August 2010

**Number: 0802 (realised)****Title:****STRENGTHENING THE OFFICIAL STRUCTURES OF ROMA - ROSA****Supported by:**

Ministry of Labor and Social Policy of the Republic of Macedonia.

**The overall aim of the project is:** Developing democratic approach to the work of public administration working on Roma-related policies.

To contribute to the project aim, the following objective shall be achieved through the project implementation:

1. To develop an information management and institutional memory for the system of public administration working on Roma-related policies. Collection and management of information about the situation of Roma.
2. To develop a communication strategy on public administration that works for the needs of Roma. Mapping of relevant stakeholders and defining the ordinary and extraordinary procedures, channels of communication and sharing of information.
3. To establish the basic organizational and dokumentacional practice of transparency and accountability of public administration working on Roma-related policies.

**Expected results:**

The project is designed to create the necessary basis for transparent and accountable policy and initiate regular processes, particularly in terms of regular communication and participation of Roma community policies which are aimed at that. Moreover, the project was designed in coordination and with the support of the Ministry of Labour and Social Policy. As such, it guarantees the continuation of established procedures, processes and responsibilities in the project. The project has embedded programming, institutional and financial sustainability. Furthermore, InSoC is committed to working on this issue in the future as well, meaning that it will support Roma-related policies and processes to ensure proper entry of their implementation.

**Target group/ Beneficiaries:**

The target group of the project are: employees from the Department of Roma policies in the Ministry of Labour and Social Policy, where are working 5 Roma and 8 Roma Information Centres (RICs).

Indirect target group: Representatives of local institutions and the Ministry of Labour and Social Policy

In total, the direct target group consists of 21 people / who are directly involved in implementing policies related to Roma.

**Budget:**

300,000,00 MKD

**Duration:**

8 (eight) months

**Number: 0803 (ongoing)**

**Title:**

**PROJECT GENERATING FACILITY (PGF) – PARTNER INSOC**



**Supported by:** Open Society Institute (OSI) Budapest

**Goals and Objectives:**

The development objective is set as: Increased and sustainable social inclusion, capacities for and participation in development processes of Roma people in Macedonia, with particular focus on integration, anti-discrimination and desegregation.

Immediate objective is Increased access to EU and other funds for activities/projects benefiting Roma communities and their organizations in Macedonia.

**Expected result:**

Expected results of the project are:

1. Strengthened capacities of Roma organization and other actors working with Roma communities to successfully compete for EU and other funded projects.
2. Implemented PGF process.
3. Established system for monitoring of EU and other funds by PGF beneficiaries and promoted PGF process

**Target groups/ Beneficiaries:**

- Number of applications submitted to EU – 40
- Number and amount of grants received – 10
- Amount of generated funds – 1.661.200 USD
- Ratio costs/generated funds - 1:8;
- Number of assisted Roma beneficiaries: 20 organizations and around 1.100 persons (100 directly and up to 1.000 indirectly).

**Project activities:**

1. Capacity building
2. PGF Process
3. Campaigns
4. PGF transition from MCIC to InSoC

**Sustainability of the project:**

The Project Generating Facility (PGF) is one intervention of the Making the Most which is aimed at building capacity of stakeholders at the local level to articulate Roma concerns as part of the local development agenda and to access EU funding in order to address these concerns. Through project development assistance, training, and advocacy, PGF seeks solutions to problems such as weak visibility of Roma issues at local level, resource and expertise disadvantage, and overly bureaucratic funding procedures, which block access of the most deprived to development opportunities.

**Budget:**

200.000 USD annual

**Duration:**

2010 – 2016

**Number: 0804 (realised)**



**Title:**

**CENSUS OF THE AWARENESS OF THE ROMA IN MACEDONIA**

**Supported by:** Foundation Open Society Institute (OSI-ZUG)

**Goals and Objectives:**

- To inform, motivate, and encourage at least 8,000 Roma from Roma settlements in western Macedonia to freely declare themselves as Roma in order to meet the civil right that belongs to them. And to encourage to oversee the census not to put in risk of incorrectly counting of the Roma community.
- To cooperate with stakeholders (State Institute of Statistics, more intensive cooperation, the Ministry of Interior and local governments) for proper implementation of the Law on Census.

**Expected results:**

Raising awareness among the ethnic Roma and motivating them to freely expression themselves on the census.

**Target group/ Beneficiaries:**

54,000 Roma, or 2.66% of the total population in Macedonia.

Direct target group:

Project staff of 3 persons.

Indirect target group:

State and local governments, civil society, Roma politicians, the media, international organizations such as the EC, the Council of Europe, OSCE and UN.

**Project activities:**

**Sustainability:**

**Badget:** 14.900 USD

**Duration:** 6 month (03.2011 – 08.2011)

**Number: 0805 (finished)****Title: MODEL ROMA MEDIATORS**

Supported by:  
Open Society Institute and the Council of Europe

**Purpose:**

The project aims to increase access of Roma community to the local public services in selected municipalities, using the model of Roma mediators.

**Expected results:**

Roma mediators will act as a link between the Roma communities and local public services, facilitate Roma access to public services and taking actions to make local public services more accessible for Roma, by sharing information, providing contacts, facilitating communication to language and cultural differences, identifying patterns of barriers to access to public services, the preparation of analysis and proposals for improving public services.

**Target group / users:**

Final beneficiaries of the project are 54,000 Roma, or 2.66% of the total population in Macedonia.

**The direct target group of the project are:**

83 municipalities in Macedonia, project team InSoC, 3 mediators

**Indirect target group:**

State and local governments, civil society, Roma politicians, the media, international organizations such as the EC, the Council of Europe, OSCE and UN.

**Project activities:**

- Support equipment to municipalities
- Institutional support

**Sustainability of the project:**

Project support municipalities willing to employ Roma and retain Roma mediators least one year. That implies thorough technical assistance to selected municipalities to establish a functioning, effective and efficient operation of Roma mediators, including development and job description, recruitment criteria, needs analysis, action plan, monitoring methodology and other necessary documents, and customized job training support and guidance of Roma mediators.

Budget: USD 19760

EUR 1500

Duration: 6 months (10.2011 - 03.2012)

**Number: 0806 (finished)**



**Title: MUNICIPAL MANAGEMENT AND INCLUSION OF THE ROMA IN EUROPE - LESSONS FROM THE FIELD - MACEDONIA**

Supported by:  
Open Society Institute

The overall objective is: Support the integration and inclusion of vulnerable groups with a focus on Roma.  
Specific objective:

1. Promoting social inclusion and integration of Roma through best practice;
2. Sharing and learning through European countries, and bring to the forefront local level achievements;

Expected results:

- To create space for local authorities to exchange their programs for Roma inclusion.
- Promote a place for learning and visible platform for municipalities which ultimately implement national strategies for Roma integration.
- Launched a new initiative to establish a European network of local governments that have implemented (or plan to implement) programs to support integration and inclusion of vulnerable groups with a Roma.
- Details of best practices (supported with relevant case work) for the use of EU funds for Roma inclusion in education, employment, health, housing and communal services.

Target group / users:

Municipalities in the Republic of Macedonia who have conducted activities aimed at the Roma community.

Project activities:

- Establish a consultative body and the writing team of "Municipal management and inclusion of Roma in Europe - Lessons from the field - Macedonia
- Identification of initiatives to support the integration and inclusion of vulnerable groups, focusing on Roma at the local level.
- Preparing a list of projects that support the integration and inclusion of vulnerable groups, focusing on Roma at the local level.
- Establish a database of projects that support the integration and inclusion of vulnerable groups, focusing on Roma at the local level.
- Representation of municipalities to nominate initiative and mayor focused policy on Roma inclusion and integration into society.

Sustainability of the project:

Promotion practices of municipalities and mayors also launch motivate mayors and municipal councils to plan addressing the needs of Roma.

Budget: \$ 6,350

Duration: May - December 2012

**Number: 0807 (finished)**



**Title: REPORT OF CIVIL SOCIETY FOR IMPLEMENTATION OF THE STRATEGY FOR ROMA IN THE REPUBLIC OF MACEDONIA AND ACTION PLAN FOR THE DECADE IN MAKLEDONIJA.**

Supported by: Open Society Institute

The main objective of the project is to improve the situation of Roma in Macedonia and Roma in the region, the implementation of the action plans of the strategy and the Roma Decade, through monitoring and advocacy and increased participation of Roma in all processes in society.

To contribute to:

1. Assessment of the political developments at the national level (Roma-specific and mainstream measures)
2. Proceni local (municipal, micro-regional or community) the impact of the government to promote the integration of Roma.
3. To identify case studies why and to what extent certain government measures have been successful or not.
4. Give formulate recommendations on how to improve the implementation of the strategy and action plans, including reflections on domestic nabluduvanje develop tools to support national sategija and action plans.
5. Desimencija findings and informing decision makers and stakeholders.

Expected results:

1. Positive changes in the implementation of the Decade of Roma in Macedonia (such as: budget increase, proactive stakeholders, new programs, etc.)
2. Strengthened capacities for monitoring and advocacy among Roma activists, particularly those involved in the project.
3. Creating a national database monitoring and general resources of the Decade of Roma, as well as contributing to monitoring and advocacy.
4. Local Roma communities involved in the monitoring and exchange of information.

Target group / users:

Roma community in Macedonia

- 1) project team, working group and Monitoring Team (indirectly targeted is the Roma community in Macedonia);
- 2) Represented objectives: State and local officials, Roma civil society and politicians, the media, international organizations like the European Commission and the Council of Europe, OSCE, EU.
- 3) Roma communities in 10 municipalities covered by the data is also included in the feedback and discussion.

The project will create a structure and procedure for nabluduvanje the decade, as well as a mechanism for consultation, a model of representation and others. In addition, activities will improve the capacity and various relevant resources will be created. This is one of the sustainable aspects that will remain after the project. Advocacy efforts aim at changing the political practice of the Decade of Roma in Macedonia. Although it will be difficult to achieve sustained political change during the one-year project and is difficult to make assumptions on what changes will take place because it is not under the control of the project and previous experience showed flow changes are possible and appropriate to the objectives of project. Some of the examples show that through monitoring and advocacy efforts of Macedonia started to allocated funds for implementation of the Decade of Roma, recently revised action plans in order to improve quality, the inclusion of Roma in the political and practical level is increased.

Budget: EUR 22000

Duration (11 0212 - 03.2013)

**Number: 0808 (finished)**



**Title: Political representation of Roma in UN and EU**

Supported by: Open Society Institute - (OSI-RIO)

The main objectives are:

1. To identify opportunities for effective representation of Roma in the political structures of the UN and the EU, including possible barriers and ways to overcome them by taking a study.
2. To highlight the dilemmas of efektivna political representation of Roma and possible scenarios, including a clear distinction based on rights, citizenship-based and territory-based identification of representation.

Expected results:

This study will be primarily driven by research output of 10,000 words report produced in July 2013. We would like to draw attention to the fact that while these opportunities exist, they should not be viewed as sufficient to represent the opportunities to promote the recommendations of the study. Of course, in addition to the meetings, ways to promote the recommendations of the study are based on an Internet articles and press releases. InSoC the implementation of the project will be involved in promotional activities for advocacy. We would also have made specific promotional activities for advocacy will focus precisely on the study recommendations. Additional activities may involve regional Roma civil society, meeting face-to-face meetings with relevantnitelica advocacy purposes (including officials from the EU, the UN, the Council of Europe and OSCE)

Target group / users:

The user of this international project organization and its sub-organizations that are trying to devise medium- and long-term strategies to improve the political participation of Roma. Using the study should in the long term benefit of the Roma community as a whole. (Including officials from the EU, the UN, the Council of Europe and OSCE).

Project activities:

- In terms of activities, the project is pretty simple. At the beginning of the project will be hired researcher. The beginning stage will involve fine-tuning of research methodology and expectations through discussions with InSoC user of study. Following the establishment phase, the study will be implemented as described, including desk research and interviews / conversations with key actors. Several meetings will be organized for the researcher to gather the necessary information. Meetings will be organized in key locations for the study (Brussels, Geneva / New York, Strasbourg, Warsaw, Budapest) as needed. The researcher will share key drafts and problems of the organization and implementation of OSI before the final study to be prepared.
- The project will end with the completion of the study and InSoC has taken up in order to use the study to its fullest potential.
- It is expected that the project will start early April 2013 and last for 8 months, until November 2013. The first month will be used for the initial phase, 6 months conducting research, and 1 month to finalize the study and project. During the survey period, at least three drafts of the study are expected by the researcher

Sustainability of the project:

The project is designed by nature to initiate follow-up activities, for example, be used as a starting point for long-term strategies.

Budget: USD 25,600.00

Duration: 8 months (April 2013- January 2014)

**Number: 0809 (finished)****Titel: DAYS OF ROMA CULTURE**

Supported by: IPA Cross-Border programme Macedonia-Albania

**Purpose:**

The overall objective

Socio-cultural approach to social cohesion and the introduction of Roma in society, learning the cultural and traditional values, positive examples of education, exchange of information and experience between Roma and others.

**Specific objective**

1. Develop and implement programs for social integration of socially disadvantaged groups and young people;
2. Support of joint research programs and development initiatives.
3. Establishment of partnerships between NGOs from both sides of the border and procedures for developing the technical and managerial capacities of NGOs
4. Support of joint cultural events and activities and joint projects aimed at promoting and protecting cultural and historical heritage.

**Expected results:**

- NGOs and youth development cooperation towards the accelerated social inclusion
- Promotion of culture, education and positive examples
- Review the joint development initiatives for both regions.
- Partnerships between NGOs and networking for advocacy for social integration.
- Promote the introduction of cultural and historical heritage, introducing culture, tradition and folklore.
- Exchange of experiences in education, cultural and traditional values of the Roma community

**Target group / users:**

Roma (Bitola, Prilep, Gostivar) 9000, Roma (Korce) 3000, 10 non-governmental organizations, 4,000 young Roma.

**Project activities:**

1. Workshops on development of cooperation of youth in the direction of faster social inclusion.
2. Publication of the brochure with positive examples of social cohesion and education in both countries.
3. Review of the measures taken in both countries to improve the access of Roma children in schools, to prevent cancellations and ensure their success in school;
4. Workshops on building a regional NGO network for social cohesion.
5. Fair, Festival of Roma music, culture and tradition and promotion of Roma NGOs work, one in Albania and Macedonia.
6. Exchange of visits between the partners (once in Macedonia, once in Albania)

Budget: € 96.324,00

Duration: September 2013 - August 2014

Number: **0810 (finished)**



**Title:**  
**INSTITUTIONAL SUPPORT FOR IMPLEMENTATION OF ROMA CULTURE DAYS**

Supported by:  
EU IPA Cross-border - Macedonia - Albania OPEN SOCIETY FOUNDATIONS Making the Most of EU Funds for Roma.

**Goal:**

Effective implementation of the project "Days of Roma Culture" in accordance with EU procedures

**Objectives:**

- 1.Strengthening the financial capacity of InSoC for implementation via CBC project "Days of Roma Culture"
2. Strengthening the staff for implementation of the project of the CBC project "Days of Roma Culture"
- 3.Institutional strengthening of InSoC.
- 4.Organisational and staff strengthening of the organization Bairska Svetlina.

**Results**

Improved and strengthened management and financial capacity of the Association InSoC-Initiative for Social Change - Skopje) and other partners in the project "Days of Roma Culture" (Bairska Svetlina - Bitola). InSoC and Bairska Svetlina, have larger capacities for participation in calls and tenders for projects in the application call by the EU and international organizations.

**Target Audience**

Employees of InSoC and Bairska Svetlina

**Activities**

Workshops for skills development techniques for implementation of projects financed from EU funds.

Workshops for Financial Management

Workshops on writing techniques and preparation of narrative reports by EU rules on grants

Workshops for responsibilities of the EU institutions

Workshop on Strategic Planning

Planning Workshop program

Workshops for democratic processes in the management of NGOs and election of the Board of Bairska Svetlina

**Sustainability:**

These activities are to encourage non-Roma to be informed about the basic values of the Roma community, but also to see the results of social cooperation and social cohesion. Both NGOs have the capacity to implement these activities effectively, and contribute more to the Roma community. The activities of this project are specifically designed for efficient implementation and practical realization. Nongovernmental organizations have experience working on similar projects and this will facilitate their methodology and implementation of activities.

The project targets the Roma in Korca, Albania and Macedonia. InSoC and Emmanuel Mission have previous activities in promomocija and assistance in resolving problems of Roma in this region. Strengthening the capacities of young people represent a potential future, especially when they are encouraged by the cultural and national heritage. The realization of this project will strengthen the trust in the Roma NGOs by donors, and will increase the capacity for financial grants funded by the EU.

Transparency of NGOs will be standard as such will affect the rest of Roma NGOs.

Budget: \$ 26.901

Duration: October 2013 - September 2014

**Number: 0812 (ongoing)**



**Title:**  
**NETWORK OF ROMA NGOS - ANSWER THE ROMA COMMUNITY**

**Supported by:**  
**IPA Support to civil society and media program for 2014.**

**Main Objective:**

- Contribution to strengthening the impact of Roma organizations in the development and implementation of the Ohrid Framework Agreement in connection with the policy of public policies on social inclusion, minority rights and combating discrimination against the Roma community in Macedonia by establishing a network of IT Roma as a mechanism for dialogue and participation in decision-making at the local level.

**Objectives:**

1. To establish and actively promote the network Roma civil organizations as a service to the Roma community to participate in making and influence in policymaking at local and national level.
2. To strengthen the capacity of the network of Roma NGOs for advocacy, awareness and effective participation in active partnership in creating and implementing policies targeting Roma, locally and nationally
3. Establish mechanisms for regular dialogue and participation in regular monitoring and evaluation of the legal and strategic framework in the country, aimed at the Roma community. communities, relevant ministries, etc.)

**Target and beneficiaries:**

National and local Roma organizations, generally the Roma community.

**Activities**

1. Preparation and organizational activities, communication and information
2. Web platform (design and installation)
3. Media events active social media campaigns
4. Roundtables
5. Evaluation of mainstreaming Roma
6. Roma during the previous analysis of the Ohrid Framework Agreement
7. Workshops
8. Analysis and shelves brief
9. Sub-granting
10. Closing Conference

**Budget:**

EUR 197,116.37

**Duration:** February 2016 - July, 2017

**Number: 0813 (во тек)****Title:**  
**CIVIL SOCIETY IN ACTION FOR EQUALITY****Supported by:**  
**Instrument for Pre-Accession Assistance (IPA)****Main Objective:**

- Support for the active involvement of civil society in the implementation of policies and practices on anti-discrimination locally.

**Objectives:**

1. Strengthening the capacity of civil society to promote and monitor standards and protection from discrimination and equality;
2. Strengthening of inter-institutional cooperation for the prevention and combating discrimination at the local level;
3. Raising awareness of legislation on anti-discrimination and to promote the concept of equality.

**Target and beneficiaries:**

- Civil society organizations working on representing the interests of vulnerable groups;
  - Institutions that have a common mandate to work against discrimination and promoting the principle of equality at the local and national level.
  - Citizens in the target area, especially the most vulnerable: Roma, ethnic minorities, women, children, persons with disabilities, seniors, LGBT and general public.
- They will directly benefit from program activities through the provision of training, the establishment of local networks, information sharing and distribution of all published materials in the project.

**Activities**

1. Analysis of Implementation of stakeholder needs,
2. Activities aimed at capacity building
3. Create and manage Web portal design and social networking
4. Ongoing consultation with local civil society organizations
5. Review of strategic documents, which includes the concept of non-discrimination in selected municipalities
6. Publication of the review of strategic documents, which includes the concept of non-discrimination in selected municipalities
7. Training in advocacy and lobbying for local civil society organizations
8. Preparation and adoption of specific standard operating procedures for dealing with victims of alleged discrimination in various areas of social life.
9. Preparation and publication of guidelines for identifying cases of discrimination
10. Final national conference
11. Final Assessment Report on project

**Budget:**

131,213 EUR

**Duration:**

December 2016 - May 2017

**Number: 0813 (во тек)**



**Title:**

**ROMA FOR FREE AND FAIR ELECTION**

**Supported by:**

**Roma Initiatives Office**

**Main Objective:**

- Promotion of democratic processes and open society for free and fair election among Roma Community in Republic of Macedonia through contributing to the education of 10.000 Roma citizens that will value their vote, know how to vote and act responsibly in times of elections.

**Objectives:**

1. Reducing manipulation of at least 10,000 Roma voters and decreasing influence of political parties in abuse of the rights through mobilization of Roma NGOs aimed to organize and inform Roma voters about their right to vote;
2. Strengthening the capacity of Roma (selected poll-watchers) for monitoring the elections (before/ during/ after the election process);
3. Accountability and responsibility of political parties towards Roma voters with timely achievement of electoral promises in order to encourage the empowerment of Roma in society.

**Target and beneficiaries:**

Roma people I Republic of macedonia

**Activities**

1. Promotional Campaign for Free and Fair Election
2. Establishing Methodology for monitoring and reporting;
3. Selection of Roma poll watchers for monitoring of the election in the First electoral Unit;
4. Workshop "Legal Framework and Electoral System in Macedonia"; "Voting Process" and "Election"
5. Observation and Reporting";
6. Preparation of a Manual with written tools for monitoring of the election
7. Deployment of the observers in the Electoral Districts;
8. Statistical Data Processing
9. Preparation and publication of the Final Election Observation Report with recommendations for improvements aimed at increasing Roma participation in democratic processes and free and fair election;

**Budget:**

24.930 USD

**Duration:**

April/2016 to March/2017



Title: "ROMA ACTION + civil engagement of the local community"

**Donors:** "Support of the implementation of the RCC Strategy and Work Program 2017-2019" - Regional Cooperation Council (RCC) from Sarajevo.

**Main goal:**

Contribution to the creation of proactive and committed local administrative officers working on the inclusion of Roma issues in local policies in addressing the specific problems of the Roma community in Macedonia.

**Goals:**

- (1) Strengthening the capacity of local action groups (LAGs), enabling them to plan and strategically take on their further local activities.
- (2) To collect data on the situation in the local Roma community as a basis for influencing the socio-economic policies of the Government in the Republic of Macedonia.

**Target groups and beneficiaries:**

- (1) Members of the Local Action Groups for the Implementation of the National Strategy for Roma
- (2) Local authorities
- (3) National Roma Policy Implementation Bodies

**Activities:**

- (1) Component 1: Building strategically oriented minds for strategically oriented activities consists of: training for the preparation of strategic documents; Trainings on participatory budgeting; Lobbying and Advocacy Training and Project Generation Training.
- (2) Component 2: Monitoring and testing existing mechanisms for citizen participation in decision-making processes consists of: training for monitoring and evaluation; Policy documents; Comparative Analysis and Conference for Final Evaluation.

**Budget:** 54,560 EUR

**Duration:** May, 2017 - December, 2017



**Title: "Out of the circle - invisible to society"**

**Donors:** Civil Society Support Program within the framework of the civil society action program 2015 / Instrument for Pre-Accession Assistance (IPA) Europe Aid / 151569 / DD / ACT / MK, European Union

**Main goal:**

Contribution to strengthening the influence of Roma organizations in the policy processes to eliminate procedural and administrative obstacles faced by Roma without identification documents, which will enable them to enjoy basic human rights as equal citizens in Macedonian society.

**Goals:**

1. Joint cooperation between civil society and state institutions in partnership on the basis of readiness, trust and mutual recognition for removal of procedural and administrative obstacles for issuing personal documents for the Roma population;
2. Capacity building of gross-root Roma activists for stronger and their active participation in public policy initiatives, networking and implementation of measures for integration of Roma community on local and national level;
3. Raising citizens' awareness of equality and fundamental rights, as a condition for overcoming prejudice, systematic discrimination and improvement of the status of Roma in Macedonia.

**Target groups and benefishors:**

Roma without identification documents from the Republic of Macedonia in the following municipalities: Bitola, Gostivar, Kavadarci, Kumanovo, Prilep, Skopje, Tetovo, Veles, Gevgelija, Kichevo, Ohrid, Pehcevo and Stip.

**Activities:**

- Working meetings with representatives from the ministries and units of the local self-government.
- Establishment of local coordination groups (LCGs);
- Advocacy meetings;
- Training for processing cases of a person without personal documents;
- Re-granting;
- Round tables in Roma settlements;
- Identification consulting and legal advice to persons without birth certificate;
- Preparation of Police Brief;
- case study of documents;
- Final conference;

**Budget:** 288,830 EUR

**Duration:** March, 2017 - February, 2019

## **COMPETENCY OF INSOC STAFF**

### **Employees**

InSoC, its activities started in 2014 year with 4 employees for full time engagement.

<b>Name/Surname</b>	<b>Position</b>	<b>Highest Education</b>	<b>Employment (full time, part-time, contract work)</b>	<b>Phone (mobile, work, home) or another contact</b>
Samet Skenderi	Executive Director	University Degree	Full time	<a href="mailto:skenderi@insoc.org.mk">skenderi@insoc.org.mk</a>
Hanrijet Iseni	Program Coordinator	University Degree	Full time	<a href="mailto:ane.iseni@insoc.org.mk">ane.iseni@insoc.org.mk</a>
Verica Krzhovska	Program Coordinator	University Degree	Full time	<a href="mailto:verica.krzhovska@insoc.org.mk">verica.krzhovska@insoc.org.mk</a>

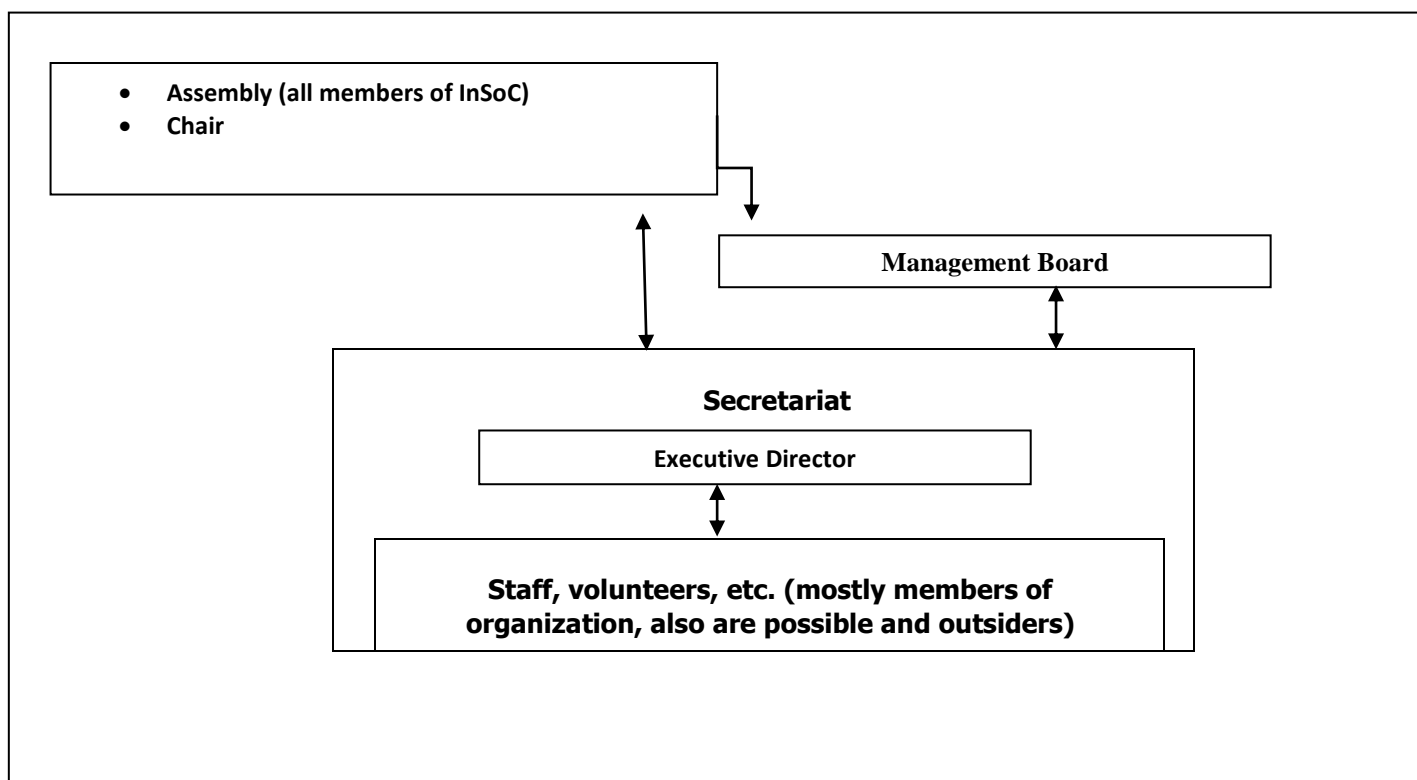
### Assembly

<b>Name/Surname</b>	<b>Position</b>	<b>Highest Education</b>	<b>Role</b>	<b>Ethnicity</b>
Shukri Tochi	Monitor	High School	<b>member</b>	Roma
Irfan Martez	Monitor	High School	<b>member</b>	Roma
Ljatifa Shikovska	Monitor	University Degree	<b>member</b>	Roma
Nesime Salioska	Monitor	High School	<b>member</b>	Roma
Sebihan Demirovski	Monitor	University Degree	<b>member</b>	Roma
Kjmet Amet	Monitor	High School	<b>member</b>	Roma
Emir Reçepi	Monitor	University Degree	<b>member</b>	Roma
Remzi Medik	Monitor	High School	<b>member</b>	Roma
Erol Amedov	Monitor	University Degree	<b>member</b>	Roma
Bajram Ali	Monitor	University Degree	<b>member</b>	Roma

### Management Board

Name/Surname	Position	Highest Education	Ethnicity
Shenaj Osmanov	Chairperson	High School	Roma
Alma Salimovska Mustafova	member	University degree	Roma
Nahida Zekirova	member	University degree	Roma
Ipek Useinova	member	University degree	Roma
Ljatifa Shikovska	member	University degree	Roma

### Structure of InSoC:



### III. COOPERATION WITH OTHER NGO.

Name of program/project	Name of organization	Contact person	Brief explanation of the partnership	Partnership is currently active (YES / NO)
Project Partnership -Civil Society in Action for Equality	<b>Drom / Kumanovo</b>	Ahmed Jasharevski	Partner cooperation for project implementation	<b>YES</b> / NO
Project Partnership-Civil Society in Action for Equality	<b>ADI / Gostivar</b>	Albert Musliu	Partner cooperation for project implementation	<b>YES</b> / NO
Project Partnership -network of Roma NGOs - Response to the Roma community.	<b>Mesecina-Gostivar</b>	Muhamed Tochi	Partner cooperation for project implementation	<b>YES</b> / NO
Project Partnership -network of Roma NGOs - Response to the Roma community.	<b>AHRPR-Shtip</b>	Shenaj Osmanov	Partner cooperation for project implementation	<b>YES</b> / NO
Finance constulance management	<b>Ambrela-Skopje</b>	Ljatife Shikovska	Providing Finace consultancy	<b>YES</b> / NO

#### IV. COOPERATION WITH OTHER STAKEHOLDERS.

Name of program/project	Name of partner / associate / organization / institution / agency	Contact person	Brief explanation of the partnership	Partnership is currently active (YES / NO)
Reviewing the strategy for Roma and alignment with EU 2020	Ministry of Labour and Social Policy / Sector Support Minister - Department for the implementation of the Decade	Mabera Kamberi	Participation in workshops and proposing suggestions, possibilities and alternatives	<b>YES / NO</b>
Mapping the funding opportunities for projects related to the Roma Decade	Ministry of Education - Department for development of languages of ethnic communities in Macedonia	Recep Ali Cupi	Mapping funding opportunities for projects related to the Decade of Roma on the basis of the revised action plans of the Decade for inclusion in the Republic of Macedonia	<b>YES / NO</b>

**V. PLANS OF THE ORGANISATION**

- Strengthening the capacity of employees.
- Capacity building for civic activism of young Roma.
- Strengthening the capacities of Roma NGOs.
- Strengthening the capacity of minority communities for their social participation.
- Building partnerships with local institutions and public institutions.
- Coordination and membership in national and international networks and alliances for minority rights.
- Regional involvement and cooperation (cross-border cooperation).
- Organizational strengthening in terms of benchmarking, increasing 'capacity association.
- Lobbying and advocacy for poterbite the Roma community.
- Monitoring of the processes of EU integration in the context of meeting the standards for the enjoyment of the rights of minority communities.

**Executive Director**

Samet Skenderi