

NATIONAL YOUTH STRATEGY 2023 - 2027

ACTION PLAN 2023 - 2025

AUGUST 2023

TABLE OF CONTENTS

LIST OF ACRONYMS	2
1. PRIORITY AREA: YOUTH PARTICIPATION	4
2. PRIORITY AREA: YOUTH INFORMING	23
3. PRIORITY AREA: YOUTH WORK	32
4. PRIORITY AREA: EDUCATION	56
5. PRIORITY AREA: CULTURE	70
6. PRIORITY AREA: HEALTH	85
7. PRIORITY AREA: ENTREPRENEURSHIP AND PRE-EMPLOYMENT SUPPORT	100
8. PRIORITY AREA: SECURITY.....	114

LIST OF ACRONYMS

AAAMS	Agency for Audio and Audiovisual Media Services
EARNM	Employment Agency of the Republic of North Macedonia
AEC	Agency for Electronic Communication
AQHE	Agency for Quality of Higher Education
APERNM	Agency for Promotion of Entrepreneurship of the Republic of North Macedonia
AYS	Agency for Youth and Sport
AFSARD	Agency for Financial Support of Agriculture and Rural Development
BDE	Bureau for Development of Education
CO	Civic organization
GS	General Secretariat
SAO	State Audit Office
SSO	State Statistical Office
SEC	State Election Commission
SEI	State Educational Inspectorate
LSGU	Local-self Government Units
ZELS	Association of the Units of Local Self-government
LYPYP	Law on Youth Participation and Youth Policies
LPPD	Law for Prevention and Protection against Discrimination
LSE	Law on Secondary Education
IPH	Institute of Public Health
IFMC	Institute for Forensic Medicine and Criminology
CPPD	Commission for Prevention and Protection against Discrimination
MI	Ministry of Interior
ME	Ministry of Economy
MEPP	Ministry of Environment and Physical Planning
MAFWM	Ministry of Agriculture, Forestry and Water Management
MISA	Ministry of Information Society and Administration
MC	Ministry of Culture
MLSG	Ministry of Local Self-Government
MFA	Ministry of Foreign Affairs
MH	Ministry of Health
MJ	Ministry of Justice

MES	Ministry of Education and Science
MD	Ministry of Defense
MTC	Ministry of Transport and Communications
MLSP	Ministry of Labor and Social Policy
MF	Ministry of Finance
NAEPM	National Agency for European Educational Programmes and Mobility
RNM	Republic of North Macedonia
ECMM	Ethics Council in Media in Macedonia
SEA	Secretariat for European Affairs
WHO	World Health Organization
HIF	Health Insurance Fund
FITD	Fund for Innovation and Technology Development
CSW	Center for Social Work
CVET	Centre for Vocational Education and Training
UKIM	Ss. "Cyril and Methodius" University
PRO	Public Revenue Office

1. PRIORITY AREA: YOUTH PARTICIPATION

Special objective 1.1: Strengthened influence of young people in all decision-making processes at the local and national level based on an appropriate legal framework

Measure 1.1.1: Ensuring consistent, effective and efficient implementation of the Law on Youth Participation and Youth Policies, strengthening supervision over its application.

No.	Activities	Responsible institutions	Month and year of implementation	Indicators (short-term results)	Financial implications
1.1.1.1	Creating a comprehensive analysis of the application and effects of the Law on Youth Participation and Youth Policies	Leading institution AYS Institutions involved COs, international organizations	September – December 2023	Developed and presented specific recommendations for all chapters in the LYPYP, with special focus on the special needs of women and men, inclusion in decision-making processes, as well as access to and benefits from resources and policies for women and men, girls and boys Initial value: / End value: a set of clear recommendations	Type of resource: Experts Amount of funds: MKD 150,000.00 Source of funds: International donors
1.1.1.2	Preparing evidence-based amendments to the Law on Youth Participation and Youth Policies (introducing mechanisms for	Leading institution AYS Institutions involved	January – April 2024	No. of youth representatives (f/m) consulted during the process	No financial implications

	implementation, subjects of supervision, measures of responsibility)	Relevant ministries, ZELS, COs, international organizations		Initial value: 0 End value: 100 (with an ensured gender balance and participation of young people from vulnerable categories) The proposed text of the amendments to the LYPYP is adopted Initial value: / End value: yes	
1.1.1.3	Developing a tool for monitoring the implementation of the LYPYP	Leading institution AYS Institutions involved GS of the Government of the RNM, ZELS	April – May 2024	The created monitoring tool that also contains gender- sensitive indicators is adopted Initial value: / End value: yes	Type of resource: Tool preparation experts Amount of funds: MKD 120,000.00 Source of funds: RNM Budget
Measure 1.1.5: Strengthening the capacities of institutions at the local and national level for the application of models for youth participation, with a focus on youth officers, as well as establishing a regular inter-institutional coordination and effective communication with young people.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

1.1.5.1	Regional Conference for Networking of Representatives of Councils of Local Self-government Units at the Western Balkans level	Leading institution AYS Institutions involved LSGU, International community	October – November 2023	No. of participants at a regional conference (f/m) Initial value: 0 End value: 80	Type of resource: Tool preparation experts Amount of funds: MKD 1,000,000.00 Source of funds: International donors
1.1.5.2	Organizing workshops with representatives of Councils of Local Self-government Units aimed at raising awareness on youth issues, youth participation and youth policies, with a special focus on the specific needs and opportunities of young women and men.	Leading institution AYS Institutions involved ZELS, COs, international organizations	January - December 2024 January – June 2025	No. of LSGU Councils included in training Initial value: 0 End value: 40 No. of trained members of LSGU Councils on youth affairs Initial value: 0 End value: 200	Type of resource: Trainers, travel expenses, accommodation/ work premises, food and refreshments, translation Amount of funds: 2,000,000.00 Source of funds: RNM Budget, International donors
1.1.5.3	Drafting by-law for regulating the position of youth officers (scope of work, competences of officers, work principles etc.)	Leading institution AYS Institutions involved Government of the RNM	March – April 2024	By-law defining the position of youth officers is adopted Initial value: no End value: yes	No financial implications

1.1.5.3	Continuous training of youth officers by offering an annual Training Catalog, including trainings on gender mainstreaming and gender-responsive budgeting, inclusion of marginalized and excluded communities, youth budgeting	Leading institution AYS Institutions involved GS of the Government, ZELS, COs, international organizations	January 2024 - December 2025	% of youth officers who participated in at least one training (121 youth officers have been appointed at the local and national level). Initial value: 0 End value: 80 %	Type of resource: Trainers, accommodation, food and refreshments, translation, travel expenses, work materials Amount of funds: MKD 5,000,000.00 (for two years) Source of funds: International donors, RNM Budget (AYS)
Measure 1.1.9: Advancing the legal framework for volunteering and ensuring the validation of volunteering.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
1.1.9.1	Preparing and submitting amendments to the Law on Volunteering, including the gender aspect	Leading institution MLSP	March – June 2024	No. of young people involved in the process of preparing a proposal for amendments Initial value: 0 End value: 50 (?) The proposed amendments have been submitted and adopted Initial value: no End value: yes	No financial implications

1.1.9.2	Creating and using a tool for measuring volunteer engagement and upgrading it	Leading institution MLSP	June 2024 - December 2025	No. of volunteers with a clearly defined volunteer engagement based on the tool Initial value: 0 End value: 800 (50 per region)	Type of resource: Tool development experts Amount of funds: 200,000.00 Source of funds: RNM Budget
1.1.9.3	Creating a comprehensive analysis including an intersectional approach on the dynamics and effects of the implementation of the Volunteer Development Strategy 2021-2025	Leading institution MLSP	August – October 2025	The created analysis with an included intersectional approach is the basis for creating a new Volunteer Strategy Initial value: / End value: yes	Type of resource: Experts, travel expenses, food and refreshments Amount of funds: 250,000.00 Source of funds: RNM Budget
Measure 1.1.10: Continuous increase of the resources and capacities of the Agency for Youth and Sport for planning and implementing youth programs and research activities, with a focus on strengthening the Youth Sector.					
1.1.10.1	Increasing the number of employees in the Youth Sector within the AYS.	Leading institution AYS Institutions involved Government of the RNM, MF	January 2024 - December 2025	No. of employees in the Youth Sector within the AYS Initial value: 7 (2 women and 5 men) End value: 12 (6 men and 6 women)	Type of resource: Salaries for public sector employees, equipment Amount of funds: MKD 8,000,000.00 (for two years) Source of funds: RNM Budget, International donors

1.1.10. 2	Holding regular working meetings of the Youth Advisory Body of the Director of Agency for Youth and Sport based on the Rules of Procedure	Leading institution AYS Institutions involved	September 2023 - December 2025	No. of meetings per year Initial value: the body is dysfunctional End value: 4	Type of resource: Travel expenses, food and refreshments Amount of funds: MKD 150,000.00 per year for support of the logistical functioning of the body Source of funds: Source: RNM Budget, international donors
1.1.10. 3	Modifying the systematization for establishing a new Department for research on youth issues	Leading institution AYS Institutions involved GS of the Government, SSO	January – June 2024	The changes to the AYS systematization have been adopted by the GS of the Government and include a research department in the AYS. Initial value: no End value: yes	No financial implications

1.1.10. 4	Establishing a research department in the Agency for Youth and Sport, including strategic partnerships with forms of youth organizing concluded according to strictly defined criteria and procedures (equipment, creating an annual program, defining research topics: 1-2 topics per year)	Leading institution AYS Institutions involved GS of the Government, SSO, Universities, International organizations	July 2024 - December 2025	No. of researches prepared by the Research Center Initial value: 0 End value: 2	Type of resource: Human resources / researchers, software Amount of funds: 1,000,000.00 Source of funds: RNM Budget, International donors
Measure 1.1.12: Greater representation of young candidates on the lists of political parties in the parliamentary and local elections and increased visibility and support of young candidates during election campaigns, as well as after they take office.					
1.1.12. 1	Creating an in-depth analysis of youth involvement and participation within political parties, with a special focus on the gender component	Leading institution SEC Institutions involved Political parties, international organizations	June – September 2024	No. of young members (f/m) of political parties, whereby the no. of respondents by gender corresponds to the no. of inhabitants by gender according to the last Census (survey respondents) Initial value: 0 End value: 2000	Type of resource: Experts Amount of funds: MKD 150,000.00 Source of funds: International donors

1.1.12. 2	Campaign for greater involvement of young people as political representatives of the people (higher positions on electoral lists), with a focus on greater involvement of young women and girls.	Leading institution SEC Institutions involved Political parties, COs, international organizations	April - September 2024	% of political parties involved in the campaign Initial value: 0 End value: 100 %	Type of resource: Experts in communication strategy, communication expenses, public events Amount of funds: MKD 300,000.00 Source of funds: International donors
1.1.12. 3	Campaign to reduce sexist speech and gender stereotypes for election candidates (presidential, parliamentary, local)	Leading institution SEC Institutions involved	January 2024 - December 2025	No. of regions covered by the campaign (equally distributed by age and gender) Initial value: 0 End value: 8 A code of ethics for exemplary public speaking is prepared Initial value: no End value: yes	Type of resource: Experts in communication strategy, communication expenses, public events Amount of funds: MKD 360,000.00 Source of funds: International donors
Measure 1.1.16: Strengthening the institutional focus on youth through the introduction of a Ministry of Youth based on functional analysis and adequate reorganization of the state administration.					

1.1.16.1	Establishing and maintaining regional networking and exchange of experiences with countries that have a Ministry of Youth	Leading institution AYS Institutions involved GS of the Government, International organizations	January - December 2024	No. of countries visited to exchange experiences Initial value: 0 End value: 2	Type of resource: Travel expenses, accommodation, per diems Amount of funds: 1,000,000.00 Source of funds: RNM Budget, International donors
Special objective 1.2: Increased participation of young people in decision-making processes within educational institutions in the direction of developing and applying modern and advanced educational policies tailored to young people					
Measure 1.2.1: Guaranteeing and promoting secondary school student and university student participation in the legal framework that regulates secondary and higher education, including regular monitoring and corrective measures.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
1.2.1.1	Introducing the participation and organizing of students in the Law on Secondary Education	Leading institution MES Institutions involved BDE, SEI, COs, international organizations	September 2024 - December 2024	The new Law on Secondary Education contains the right of students to participate and organize Initial value: no End value: yes	No financial implications
1.2.1.2	Creating an e-guide for gender equality within the student and secondary school organization process	Leading institution CPPD Institutions involved MES, BDE, COs	Within 6 months after adopting the LSE (2025)	An e-guide is created for gender equality within the student and secondary school organization process, through	Type of resource: Experts, design, translation, proofreading Amount of funds:

				broad consultative procedure with stakeholders. Initial value: no End value: yes	250.000,00 Source of funds: International donors
1.2.1.3	Implementing and monitoring obligations for secondary school organization process in accordance with positive legal solutions (the LSE, after its adoption)	Leading institution MES Institutions involved SEI, BDE, CVET	September 2025 - December 2025	% of secondary schools involved in monitoring the application of the Law Initial value: 0 End value: 70 % No. of supervisory hearings for the application of the Law on Secondary Education Initial value: 0 End value: 1 % of secondary schools in the RNM with democratically and legally elected bodies of secondary school organizing Initial value: 0 End value: 50 %	No financial implications

Measure 1.2.4: Continuous strengthening of the competencies of members of youth representative bodies in secondary schools and higher education institutions for effective influence in the decision-making processes.

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
1.2.4.1	Training aimed at strengthening the competencies of members of representative bodies in secondary education, which will also include institutional mechanisms for protection against discrimination	Leading institution BDE Institutions involved MES, COs, international organizations	September 2023 - December 2025 (Continuous)	No. of students covered (f/m) on an annual basis Initial value: 0 End value: 650 (at least 5 people per school with an ensured gender balance)	Type of resource: Trainers, food and refreshments, work materials, translation Amount of funds: 500,000.00 (2024: 250,000 2025: 250,000) Source of funds: RNM Budget, International donors
1.2.4.2	Training aimed at strengthening the competencies of members of representative bodies in higher education, which will also include institutional mechanisms for protection against discrimination	Leading institution Universities Institutions involved MES, Student Unions	October 2023 - December 2024	% of state universities included in the trainings Initial value: 0 End value: 100% (7 universities) No. of private faculties included in the trainings Initial value: 0 End value: 21	Type of resource: Trainers, accommodation, food and refreshments, translation, work materials Amount of funds: MKD 4,000,000.00 per year Source of funds: RNM Budget, International donors

1.2.4.3	Creating Guide for student participation in secondary schools - developing and applying programs for strengthening secondary school forms of organizing that will also include tools for fair and equitable inclusion of all students (human rights-based approach)	Leading institution BDE Institutions involved MES, SEI, COs	Within 6 months after adopting the LSE (2025)	A Guide for student participation in secondary schools is created and adopted in consultation with all relevant actors. Initial value: no End value: yes	Type of resource: Experts, design, translation, proofreading, printing, distribution Amount of funds: MKD 600,000.00 Source of funds: International donors
Measure 1.2.7: Continuous strengthening of the competencies of teaching personnel and members of management bodies in secondary schools and higher education institutions for supporting youth organizing and participation of young people in decision-making processes.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
1.2.7.1	Organizing trainings intended for teaching personnel and management in secondary schools to encourage youth organizing and participation, based on a Training Catalogue that will also include trainings on gender equality and non-discrimination	Leading institution BDE Institutions involved MES, CVET, SEI, secondary schools	September 2024 – June 2025	No. of teaching personnel (f/m) included in the trainings per school Initial value: 0 End value: 5 (about 650 in total with an ensured gender balance)	Type of resource: Trainers, food and refreshments, translation, work materials, travel expenses Amount of funds: MKD 4,800,000.00 Source of funds: RNM Budget, International donors

1.2.7.2	Determining an additional criterion for the selection of the members of the governing bodies in secondary schools from among the students, which provides for the mandatory completion of training for a set of skills and knowledge for encouraging youth participation and organizing and gender equality and prevention of discrimination	Leading institution MES Institutions involved BDE, SEC	January – June 2024	Interventions have been made in the relevant norms for determining the criteria. Initial value: End value:	No financial implications
Special objective 1.3: Improved involvement and influence of young people on the development and implementation of environmental protection policies					
Measure 1.3.4: Strengthening the environmental protection content in the curricula in primary, secondary and higher education, encouraging green youth activism.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
1.3.4.1	Revising curricula and introducing a green component in secondary education based on the Paris Agreement, the Aarhus Convention, the 2030 Agenda and the UN Resolution 2022 for a clean and healthy environment	Leading institution BDE Institutions involved CVET, MES	February - December 2025	No. of curricula that have incorporated a green component Initial value: to be determined End value: to be determined	Type of resource: Expert fees Amount of funds: MKD 300,000.00 Source of funds: RNM Budget, International donors

1.3.4.2	Developing and implementing Guidelines for extracurricular activities in secondary education to encourage green volunteer activities and raise awareness among young people in accordance with the Paris Agreement, the Aarhus Convention, the 2030 Agenda and the UN Resolution 2022 for a clean and healthy environment	Leading institution BDE Institutions involved Secondary schools, LGUs, MEPP, NAEPPM, COs	February 2024 - December 2025	The Guidelines for extracurricular activities to encourage green volunteer activities have been adopted and disseminated to secondary schools Initial value: no End value: yes % of secondary schools that included at least 2 activities to encourage green volunteer activities Initial value: to be determined End value: 70 % (by the end of 2025)	No financial implications
---------	---	---	-------------------------------	---	----------------------------------

1.3.4.3	Establishing a National Center for Research on Climate Change and Green Policies within secondary education based on the Paris Agreement, the Aarhus Convention, 2030 Agenda and the UN Resolution 2022 for a clean and healthy environment	Leading institution MEPP Institutions involved MISA, MF, Universities	January - December 2024	The Research Center is established with clear procedures and rules of work for scientific research activity. Initial value: no End value: yes No. of employees in the Research Center Initial value: 0 End value: to be determined	Type of resource: Salaries for employees, training, equipment Amount of funds: MKD 3,000,000.00 Source of funds: RNM Budget, International donors
1.3.4.4	Training to strengthen the capacities of BDE and CVET to create programs that include a green component based on the Paris Agreement, the Aarhus Convention, 2030 Agenda and the UN Resolution 2022 for a clean and healthy environment	Leading institution BDE Institutions involved CVET	January - March 2024	% of employees (f/m) in BDE and CVET trained in green programming Initial value: 0 (to be determined) End value: 100% (with an ensured gender balance)	Type of resource: Training, equipment Amount of funds: MKD 500,000.00 Source of funds: International donors
Measure 1.3.5: Encouraging volunteer activities for environmental protection, as well as valuing the volunteer engagement.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

1.3.5.1	Organizing a Youth National Conference to encourage volunteer activities for environmental protection based on the Paris Agreement, the Aarhus Convention, the 2030 Agenda and the UN Resolution 2022 for a clean and healthy environment	Leading institution MEPP Institutions involved MLSP, MES, COs, secondary schools	September - December every year	No. of youth participating in a National Conference annually. Initial value: 0 End value: 500 (with an ensured gender balance)	Type of resource: Food and refreshments, space, travel expenses, work materials Amount of funds: 1,200,000.00 Source of funds: RNM Budget, International donors
1.3.5.2	Implementing campaigns that emphasize the importance of the contribution of volunteer activities to environmental protection based on the Paris Agreement, the Aarhus Convention, the 2030 Agenda and the UN Resolution 2022 for a clean and healthy environment	Leading institution MEPP Institutions involved	Currently every year	% of young people (f/m) aged 15-29 covered with the campaign Initial value: 0 End value: 30% (with an ensured gender balance)	Type of resource: Communication strategy experts, PR company Amount of funds: MKD 600,000.00 Source of funds: RNM Budget, International donors
Special objective 1.4: Strengthened youth activism within the digital space					
Measure 1.4.2: Enhancing digital literacy (information technology skills and application of digital tools) of officials in local and national institutions, with a focus on youth officials, to support digital youth participation and digital communication with young people.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

1.4.2.1	Educating and training youth officers to strengthen their digital competencies (part of the Youth Officers Training Catalog)	Leading institution MoLSG Institutions involved AYS	January - December 2024	% of (national and local) youth officers (f/m) trained in the application of digital tools Initial value: 0 (to be determined) End value: 80% (with an ensured gender balance)	Type of resource: Trainers, food, accommodation, translation, work materials, travel expenses Amount of funds: MKD 1,200,000.00 Source of funds: RNM Budget, International donors
Measure 1.4.3: Promotion and enhancement of existing functional digital tools for youth participation and encouraging young people to use them, including the practice of regular feedback, using the benefits of artificial intelligence.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
1.4.3.1	Revising the curricula and introducing digital literacy as their component	Leading institution BDE Institutions involved CVET, SEI	January - December 2025	No. (or %) of curricula incorporating digital literacy as a component in relevant subjects. Initial value: to be determined End value: to be determined	Type of resource: Experts Amount of funds: 1,000,000.00 Source of funds: RNM Budget, International donors
1.4.3.2	Implementing a campaign for promoting digital youth participation at the national level	Leading institution AYS Institutions involved COs	January - March 2024	The campaign is created and implemented online. Initial value: no	No financial implications

				End value: yes	
Special objective 1.5: Strengthened and sustainable capacities of the youth sector as a partner of institutions in the creation of policies towards a better quality of life for young people					
Measure 1.5.2: Establishing a sustainable system of budgetary (annual) funding of youth-related activities in accordance with the Law on Youth Participation and Youth Policies, ensuring equal regional coverage and increased focus on youth in rural areas.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
1.5.2.1	Revising the Rulebook for financial support of forms of youth organizing, ensuring a balanced gender-sensitive youth development, including the following financial instruments: 1) A Grant Scheme to support projects 2) Institutional support through funding of Annual Programs 3) Co-financing youth projects supported by international foundations	Leading institution AYS Institutions involved GS of the Government	September – December 2023 January - December 2024	No. of financial instruments included in the revised Rulebook for financial support of the AYS Initial value: 0 End value: 3	No financial implications

1.5.2.2	Implementing a Grant Scheme for project support, which includes an advanced application process, including gender analysis, selection and monitoring of project implementation	Leading institution AYS	January - December 2024 January - December 2025	No. of grants awarded annually based on a revised evaluation and selection process Initial value: 0 End value: 10	Type of resource: Financial resources (grants) Amount of funds: MKD 12,000,000.00 (600,000.00 per grant) Source of funds: RNM Budget
1.5.2.3	Implementing a program for granting institutional support to forms of youth organizing through funding of Annual Programs based on clear criteria	Leading institution AYS	January - December 2024 January - December 2025	No. of grants awarded for institutional support annually Initial value: 0 End value: 4	Type of resource: Financial resources (grants) Amount of funds: MKD 12,000,000.00 (1,500,000.00 per grant - on average) Source of funds: RNM Budget
1.5.2.4	Implementing a program for co-financing projects for youth supported by international foundations, based on clear criteria	Leading institution AYS	January - December 2025	No. of co-financed projects annually Initial value: 0 End value: 3	Type of resource: Fund of funds Amount of funds: 900,000.00 (at a maximum of 300,000.00 per project) Source of funds: RNM Budget

1.5.2.5	Introducing a budget program for youth within the budget circular	Leading institution MF Institutions involved AYS, GS of the Government	September 2023 - March 2024	The budget circular and the budgeting procedure within the state apparatus have been revised. Initial value: no End value: yes	No financial implications
Measure 1.5.5: Continuous strengthening of the capacities of youth organizations to improve their self-sustainability, as well as encouraging and supporting the formation of new youth organizations, with a focus on less developed regions and areas that target young people with fewer opportunities.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
1.5.5.1	Implementing (4) trainings for diversification of sources of financing the forms of youth organizing and continuous support through mentoring for introduction of services	Leading institution AYS Institutions involved COs, international organizations	January 2024 - May 2025	No. of organizations trained in raising diversified funds, including funds for equal opportunities and protection against discrimination Initial value: 0 End value: 60	Type of resource: Trainers, accommodation, food, work materials, translation, travel expenses, mentors Amount of funds: MKD 1,000,000.00 Source of funds: International organizations

2. PRIORITY AREA: YOUTH INFORMING

Special objective 2.1: Increased media awareness for youth information, encouraged and supported young people to participate in already existing media content and create new ones

Measure 2.1.4: Increasing awareness and building the capacity of the public broadcasting service for the affirmation of youth issues.

No.	Activities	Responsible institutions	Month and year of implementation	Indicators (short-term results)	Financial implications
2.1.4.1	Organizing (4) trainings for youth issues intended for employees in the public audio and audiovisual service	Leading institution AAAMS Institution involved AYS	January 2024 - December 2024	No. of trained public service employees (f/m) Initial value: To be defined End value: at least 30% (to be finalized after determining the IV) (with an ensured gender balance)	Type of resource: Trainers and food/refreshments Amount of funds: MKD 80,000.00 Source of funds: RNM Budget
Measure 2.1.5: Strengthening the capacities of journalists and young media workers for involvement and creation of media content for young people in the languages of smaller ethnic communities.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
2.1.5.1	Creating an online “Handbook for Sensitive Information of Youth” (with a special focus on youth from smaller ethnic communities)	Leading institution AAAMS Institution involved AYS	January 2024 - August 2024	No. of media workers to whom the Handbook is delivered Initial value: 0 End value: 100 employees	Type of resource: Experts, authors, design, translation Amount of funds: MKD 600,000.00 Source of funds: International donors

2.1.5.2	Holding (4) trainings for media workers on the application of the Handbook for Sensitive Information of Youth	Leading institution AAAMS Institution involved AYS	January 2024 - December 2025	% of media workers who stated that they apply the Handbook when informing the public Initial value: 0 End value: 60% (60 persons)	Type of resource: Trainers and food/refreshments Amount of funds: MKD 300,000.00 Source of funds: International donors
Special objective 2.2: Young people equipped with knowledge and skills for media and digital literacy who can recognize disinformation and articulate their own interests and views as active citizens in society with a developed critical awareness					
Measure 2.2.1: Synchronization of legislation, strategies and plans in the educational system for the development of media and digital literacy in accordance with the European standards and policies in this field.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
2.2.1.1	Forming a working group with ensured gender balance for incorporating European standards for the development of media and digital literacy in legislation, strategies and plans in the education system	Leading institution SEA Institution involved MES, MISA, GS of the RNM Government	January – June 2025	Developed list of research standards Initial value: no End value: yes	No financial implications

2.2.1.2	Preparing a comprehensive analysis with clear recommendations for harmonizing and supplementing the legislation, strategies and plans in the education system for the development of media and digital literacy	Leading institution SEA Institution involved MES, MISA, GS of the RNM Government	July – December 2025	No. of strategic/legal documents to be revised Initial value: To be defined End value: To be defined	Type of resource: Per diems for hired experts, design Amount of funds: MKD 300,000.00 Source of funds: International donors
2.2.1.3	Organizing consultative regional meetings for the exchange of opinions and ideas with COs, youth organizations and young people to discuss the incorporation of media and digital literacy	Leading institution SEA Institutions involved MES, AEC, CVET, MISA, GS of the RNM Government	January 2025 - June 2025	No. of persons (f/m) who participated in regional meetings Initial value: 0 End value: 240 (with an ensured gender balance)	Type of resource: Travel expenses, space rental, moderators, food and refreshments Amount of funds: MKD 300,000.00 Source of funds: International donors

2.2.1.4	Creating specific measures and solutions for strategic documents based on the recommendations and the consultative process	Leading institution SEA	July 2025 - December 2025	No. of strategic documents that have incorporated media and digital literacy Initial value: 0 End value: 1 (new Strategy for Comprehensive Education)	Type of resource: external legal experts Amount of funds: MKD 500,000.00 Source of funds: International donors
Measure 2.2.2: Increasing the awareness of the public for recognizing disinformation, improving media literacy and strengthening critical thinking among young people.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
2.2.2.1	Establishing a strategic partnership between youth organizations and the AYS to support a debate program for developing critical thinking among young people on various topics (integrity, social action, democratic processes, initiative, gender issues, discrimination)	Leading institution AYS Institutions involved Forms of youth organizing	January 2024 - December 2025	No. of young members in the debate program (f/m) Initial value: to be determined End value: 400 young people (50 per region, with an ensured gender balance)	Type of resource: Personnel Amount of funds: MKD 2,000,000.00 Source of funds: RNM Budget, International donors
Measure 2.2.3: Establishing mechanisms for financial support of projects in partnership with the forms of youth organizing related to media and digital literacy for recognizing disinformation.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

2.2.3.1	Incorporating media and digital literacy aimed at recognizing disinformation as a priority for funding the financial support program of the AYS/Government of the RNM	Leading institution AYS Institutions involved GS of the Government	January 2024 - December 2025	% of grants awarded that cover digital and media literacy and recognizing disinformation, including gender-based disinformation Initial value: 0 End value: 20%	No fiscal implications
Measure 2.2.4: Supporting programs for professional development and further education of teaching personnel for the application of curricula related to media and digital literacy.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
2.2.4.1	Organizing trainings for secondary school personnel in accordance with the education recommendations related to the European standard of digital and media literacy	Leading institution BDE Institutions involved MISA	June 2025 - December 2025 (after the adoption of the LSE)	No. of trained professors (f/m) for digital and media literacy standards Initial value: 0 End value: 200 (with an ensured gender balance)	Type of resource: Trainers, food and refreshments, work materials, translation Amount of funds: MKD 800,000.00 Source of funds: International donors
Measure 2.2.5: Multiplication and affirmation of good practices from existing projects implemented by forms of youth organizing and other professional associations, with a focus on media literacy.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

2.2.5.1	Developing and promoting an e-brochure with good practices for media literacy at an international level	Leading institution AYS Institutions involved MISA, MES	January – May 2024	No. of organizations that have developed media literacy activities Initial value: to be determined End value: to be determined	Type of resource: Experts, promotion expenses, food and refreshments, hall rental, translation Amount of funds: MKD 300,000.00 Source of funds: RNM Budget
Special objective 2.3: Provided access to a National Information Platform that is recognized by the youth and acknowledged by the institutions					
Measure 2.3.1: Providing financial support from institutions for the establishment and functioning of the National Information Platform as a space where information from the institutions and forms of youth organizing will be shared.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
2.3.1.1	Establishing cooperation with existing platforms for sharing information of interest to young people (mladi.mk)	Leading institution MISA Institutions involved MF, AYS	January 2024 - December 2025	No. of institutions that publish information on the Platform Initial value: 0 (to be determined) End value: 20	Type of resource: Platform maintenance and upgrade, Platform administration, content uploaders

				No. of posts created by institutions annually Initial value: 0 (to be determined) End value: 600 (300 per year)	Amount of funds: MKD 2,000,000.00 Source of funds: RNM Budget, International donors
2.3.1.2	Preparing and launching a mobile application for the National Information Platform	Leading institution AYS Institutions involved AYS	May 2024 - February 2025	No. of pupils and students (f/m) using the mobile application Initial value: 0 End value: 20,000 (f/m)	Type of resource: Application development expenses, virtual space, administration Amount of funds: MKD 2,000,000.00 Source of funds: International donors
2.3.1.3	Regular updating of the Platform with quality, timely and relevant information of interest to young people	Leading institution MISA Institutions involved AYS	February 2025 - December 2025	Degree of satisfaction of young people with the quality and relevance of the information (with data disaggregated by gender) Initial value: 0 End value: 50 %	No fiscal implications
Measure 2.3.3: Upgrading, continuous updating and optimizing existing web pages, social network profiles and other information channels used by the institutions, and connecting them to the national information platform.					

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
2.3.3.1	Unifying and modernizing the websites of the state administration bodies in order to increase the accessibility among young people	Leading institution MISA	January 2024 - December 2024	% of visitors satisfied with the websites of the institutions (target: 80%, f/m) Initial value: / (to be determined) End value: 80% (f/m)	Type of resource: Web design, communication experts, optimization software Amount of funds: MKD 10,000,000.00 Source of funds: RNM Budget, International donors
Measure 2.3.4: Building the capacities of youth officers to create informative content for publication on the national information platform related to their work, opportunities and news for youth from the institution.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
2.3.4.1	Organizing trainings for equipping and capacity building for creating gender-sensitive information content for publication on the National Information Platform	Leading institution MISA Institutions involved AYS	May 2024 - November 2024	No. of institutions trained to create gender-sensitive information content Initial value: 0 End value: 20	Type of resource: Trainers, food and refreshments Amount of funds: MKD 100,000.00 Source of funds: RNM Budget (AYS Budget, MISA)
Special objective 2.4: Improved communication between young people and the competent institutions at the local and central level in order to promote youth information					
Measure 2.4.4: Increasing trust between young people and institutions at the local and national level.					

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
2.4.4.1	Organizing regular coordination meetings of youth officers with youth and youth representatives at the national and local level in order to exchange information to improve communication and increase confidence among young people	Leading institution AYS Institutions involved ZELS, LSGUs and City of Skopje	January 2024 - December 2025	No. of informative and coordinating meetings held annually by each youth officer Initial value: 0 End value: 4 % of youth officers who have organized at least 4 meetings per year Initial value: 0 End value: 70 %	No financial implications

3. PRIORITY AREA: YOUTH WORK

Special objective 3.1: Youth work is formally, politically and socially acknowledged and recognized as a key approach to support the authentic development of young people					
Measure 3.1.1: Regulating youth work and the manner of its implementation through the adoption of appropriate laws and by-laws and revising the existing ones.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Financial implications

3.1.1.1	Conducting a consultative process with all stakeholders aimed at preparing a draft-text for the legal regulation of youth work, including a National Intersectoral Council for Youth Work, National Standards for the Quality of Youth Work and a National Portfolio of Youth Workers	Leading institution AYS Institutions involved Concerned institutions and COs	September 2023	- No. of consultative meetings with stakeholders Initial value: 0 End value: 2 - No. of consulted concerned institutions and civic organizations Initial value: 0 End value: 15 - Draft text for the legal regulation of youth work prepared in accordance with the needs of concerned stakeholders Initial value: no End value: yes	No financial implications
3.1.1.2	Submitting a draft-text to the Club on Youth Affairs and Policies of the RNM Assembly on the legal regulation of youth work	Leading institution AYS Institutions involved: Club on Youth Affairs and Policies of the RNM Assembly	September 2023	A draft-text for the legal regulation of youth work is submitted to the Club on Youth Affairs and Policies of the RNM Assembly Initial value: no End value: yes	No financial implications

3.1.1.3	Adopting amendments to the LYPYP, including youth work	Leading institution AYS	September - December 2023	- Youth work is legally regulated in accordance with the draft-text prepared through a consultative process and submitted by the AYS Initial value: no End value: yes	No financial implications
3.1.1.4	Adopting by-laws arising from the legal regulation of youth work in the Law on Youth Participation and Youth Policies in another law	Leading institution AYS Institutions involved: Other institutions in charge of adopting by-laws in accordance with the legal text	January - December 2024	- By-laws have been adopted in accordance with the provisions of the Law Initial value: no End value: yes	Type of resource: Expenses for organizing a consultative process for preparation of by-laws Amount of funds: MKD 300,000.00 Source of funds: RNM Budget
Measure 3.1.2: Increasing the visibility of youth work and implementing activities for broad social promotion of youth work, informal education, volunteering, youth centers and youth work providers, at the local and the national level.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

3.1.2. 1	Implementing a gender-sensitive public campaign to promote youth work, informal education and Youth Centers, including online activities and public events	Leading institution AYS Institutions involved: AEC, LGUs, COs, Youth Centers established on the basis of the Law on Youth Participation and Youth Policies	April 2024 – July 2024 April 2025 – July 2025	- A plan for implementing a public campaign on an annual level is prepared Initial value: no End value: yes - No. of prepared social media posts Initial value: 0 End value: 3 per year for each topic (youth work, informal education and youth centers) - No. of young people (f/m) covered by online activities within the public campaign Initial value: 0 End value: 10,000 per year (with an ensured gender balance) - No. of organized public events, one per each topic (youth work, informal education and youth centers)	Type of resource: Expenses for planning and implementing the public campaign activities Amount of funds: MKD 600,000.00 Source of funds: RNM Budget, International donors
-------------	--	--	--	---	---

				<p>Initial value: 0</p> <p>End value: 3 per year, one for each topic (youth work, informal education and youth centers)</p> <p>- No. of young people (f/m) involved in public events</p> <p>Initial value: 0</p> <p>End value: 400 (with an ensured gender balance)</p>	
--	--	--	--	---	--

3.1.2. 2	Implementing a gender-sensitive public campaign to promote volunteerism, including online activities and public events	Leading institution MLSP Institutions involved: COs	November 2024 - March 2025	- A plan for implementing the public campaign is implemented Initial value: no End value: yes - No. of prepared social media posts Initial value: 0 End value: 10 - No. of young people (f/m) covered by online activities within the public campaign Initial value: 0 End value: 10,000 (with an ensured gender balance) - No. of organized public events to promote volunteering Initial value: 0 End value: 3 - No. of young people	Type of resource: Expenses for planning and implementing the public campaign activities Amount of funds: MKD 600,000.00 Source of funds: RNM Budget, International donors
-------------	--	--	----------------------------	--	---

				<p>(f/m) involved in public events to promote volunteering</p> <p>Initial value: 0</p> <p>End value: 400 (with an ensured gender balance)</p>	
--	--	--	--	---	--

3.1.2. 3	Organizing a traveling caravan to promote youth work, informal education and youth centers and encouraging cooperation between the youth sector and public institutions	Leading institution AYS Institutions involved: COs, LGUs, COs, Youth Centers established on the basis of the Law on Youth Participation and Youth Policies	April 2024 – July 2024 April 2025 – July 2025	- No. of organized promotional events Initial value: 0 End value: 10 No. of settlements in which promotional activities have been carried out Initial value: 0 End value: 10	Type of resource: Expenses for organizing a traveling caravan and at least 10 activities (transportation, human resources, materials, locations) Amount of funds: MKD 1,800,000.00 Source of funds: RNM Budget, International donors
Measure 3.1.4: Increasing cooperation at the local level between youth centers, civil society organizations, educational institutions, sports clubs, local self-government units, the business community and other relevant actors in the field of youth work.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

3.1.4. 1	Organizing informative meetings for networking with the participation with youth centers, COs, educational institutions, sports clubs, local self-government units, the business community and other relevant stakeholders at the local level.	Leading institution AYS Institutions involved: COs	March – September 2024 March – September 2025	- No. of organized informative meetings per planning region within this Action Plan Initial value: 0 End value: 1	Type of resource: Expenses for organizing informative meetings (human resources, transportation, locations, materials) Amount of funds: MKD 300,000.00 Source of funds: RNM Budget, International donors
Special objective 3.2: A functional system is established to ensure sustainable and quality youth work					
Measure 3.2.2: Forming a national intersectoral council responsible for ensuring quality and effective support and development of youth work, which will work on the basis of a national strategic document with guidelines, priorities and activities for long-term development of youth work.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

3.2.2. 1	Forming a National Intersectoral Council for Youth Work	<p>Leading institution AYS</p> <p>Institutions involved: Public institutions and COs responsible for the nomination of members of the National Intersectoral Council based on the decision by the AYS</p>	September 2024 - March 2025	<p>- A decision by the AYS for forming the National Intersectoral Council for Youth Work is made</p> <p>Initial value: no</p> <p>End value: yes</p> <p>- Information has been submitted to the RNM Government with a request for the nomination of members of the National Intersectoral Council for Youth Work with an ensured gender balance</p> <p>Initial value: no</p> <p>End value: yes</p> <p>- A National Intersectoral Council for Youth Work with representative of all relevant stakeholders is constituted</p>	No financial implications
-------------	---	---	-----------------------------	--	---------------------------

				<p>Initial value: no</p> <p>End value: yes</p> <p>- Rules for Procedure of the National Intersectoral Council for Youth Work is prepared and adopted</p> <p>Initial value: no</p> <p>End value: yes</p>	
--	--	--	--	---	--

3.2.2. 2	Creating and adopting a gender-sensitive strategic plan of the National Intersectoral Council for Youth Work with guidelines, priorities and activities for long-term development of youth work.	Leading institution AYS Institutions involved: National Intersectoral Council for Youth Work, COs	April – June 2025	- A gender-sensitive draft-strategic document is created by the National Intersectoral Council for Youth Work based on a consultative process with all stakeholders Initial value: no End value: yes - A gender-sensitive strategic document is adopted by the Agency for Youth and Sport, based on a proposal prepared by the National Intersectoral Council Initial value: no End value: yes	Type of resource: Expenses for organizing consultative activities for the preparation of a strategic document Amount of funds: MKD 300,000.00 Source of funds: RNM Budget, International donors
Measure 3.2.3: Preparing and adopting National Quality Standards for Youth Work.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

3.2.3. 1	Creating and adopting gender-sensitive National Quality Standards for Youth Work	<p>Leading institution AYS</p> <p>Institutions involved: National Intersectoral Council for Youth Work, COs</p>	January – March 2025	<p>- A proposal for gender-sensitive National Quality Standards for Youth Work is created by the National Intersectoral Council for Youth Work based on a consultative process with all stakeholders</p> <p>Initial value: no</p> <p>End value: yes</p> <p>- Gender-sensitive National Quality Standards for Youth Work have been adopted by the AYS, based on a proposal prepared by the National Intersectoral Council</p> <p>Initial value: no</p> <p>End value: yes</p>	<p>Type of resource: Expenses for organizing consultative activities for the preparation of the National Quality Standards</p> <p>Amount of funds: MKD 300,000.00</p> <p>Source of funds: RNM Budget, International donors</p>
-------------	--	---	----------------------	---	---

3.2.3.2	Developing a methodology for the implementation of gender-sensitive National Quality Standards for Youth Work by evaluating the programs of youth work providers	Leading institution AYS Institutions involved: National Intersectoral Council for Youth Work	April – June 2025	- A proposal for a Methodology for the implementation of gender-sensitive National Quality Standards for Youth Work is created by the National Intersectoral Council for Youth Work Initial value: no End value: yes - A methodology for the implementation of gender-sensitive National Quality Standards for Youth Work is adopted by the AYS Initial value: no End value: yes	No financial implications
Measures 3.2.4: Establishing a base of experts for monitoring, assessing, evaluating and improving the quality of youth work in youth centers and youth work programs based on the adopted quality standards.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

3.2.4. 1	Establishing a pool of quality evaluators in youth work and in youth centers	Leading institution AYS Institutions involved: COs	September 2023	<p>- A decision to establish a base of evaluators is drafted</p> <p>Initial value: no</p> <p>End value: yes</p> <p>- A public call for the selection of evaluators is published</p> <p>Initial value: no</p> <p>End value: yes</p> <p>- Evaluators have been selected for the pool based on criteria in a published call for evaluators</p> <p>Initial value: 0</p> <p>End value: 6</p>	No financial implications
-------------	--	---	----------------	---	---------------------------

3.2.4. 2	Piloting the quality standards of youth centers in accordance with the Rulebook on the Quality Standards for Youth Centers	Leading institution AYS Institutions involved: COs, Youth Centers established on the basis of the Law on Youth Participation and Youth Policies	September – November 2023 September – November 2024	- A gender-sensitive methodology for evaluating the quality of youth centers is developed Initial value: no End value: yes - No. of conducted trainings of the base of evaluators for using the gender-sensitive methodology for evaluating the quality of youth centers Initial value: 0 End value: 2	Type of resource: Expenses for developing the methodology, conducting training and evaluating youth centers (travel expenses, per diems) Amount of funds: MKD 98,000.00 for 2023 (provided by a project financed by the AYS) MKD 52,800.00 for 2024
				- No. of youth centers evaluated annually in accordance with the Rulebook on the Quality Standards for Youth Centers Initial value: 0 End value: 6	Source of funds: RNM Budget, International donors

3.2.4. 3	Piloting gender-sensitive Quality Standards for Youth Work in accordance with a prepared and adopted methodology	Leading institution AYS Institutions involved: National Intersectoral Council for Youth Work	September – November 2025	- No. of youth work providers evaluated according to the National Quality Standards for Youth Work Initial value: 0 End value: 10	Type of resource: Expenses for the evaluation of youth work providers (travel expenses, per diems) Amount of funds: MKD 50,000.00 Source of funds: RNM Budget, International donors
Special objective 3.3: Increased availability, attractiveness and awareness of youth work programs that respond to societal trends and the current needs and challenges of young people, especially for vulnerable categories of young people.					
Measure 3.3.1: Stimulating the exchange of good practices and approaches in youth work at the national, regional and international level.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
3.3.1. 1	Organizing meetings with youth workers from youth centers	Leading institution AYS	January 2024 - December 2024	- No. of organized meetings annually	Type of resource: Expenses for organizing
		Institutions involved: COs, LSGUs	January 2025 - December 2025	Initial value: 0 End value: 6 per year	meetings (travel expenses, location, food) Amount of funds: MKD 120,000.00 Source of funds: International donors

3.3.1.2	Participation of youth workers, youth officers and representatives of Local Self-government Units and other relevant stakeholders in the Europe Goes Local program and other NAEPM training and cooperation activities	Leading institution NAEPM Institutions involved: AYS, AEC, LGUs, COs, Youth Centers established on the basis of the Law on Youth Participation and Youth Policies	January 2024 - December 2024 January 2025 - December 2025	- No. of participants (f/m) in training and cooperation activities Initial value: 0 End value: 25 per year (with an ensured gender balance)	Type of resource: Travel expenses Amount of funds: MKD 750,000.00 per year Source of funds: International donors (provided by Erasmus+)
3.3.1.3	Participation of youth workers in mobility projects financed by the NAEPM	Leading institution NAEPM Institutions involved: COs	January 2024 - December 2024 January 2025 - December 2025	- No. of youth workers - participants (f/m) in mobility projects Initial value: 0 End value: 60 per year (with an ensured gender balance)	Type of resource: Expenses for project organization (travel expenses, location, food) Amount of funds: MKD 3,000,000.00 Source of funds: International donors (provided by Erasmus+)

3.3.1.4	Organizing an International Youth Work Conference	Leading institution AYS Institutions involved: AEC, NAEPPM, COs	October - December 2025	- No. of participants at the International Youth Work Conference Initial value: 0 End value: 60	Type of resource: Expenses for organizing the Conference (travel expenses, location, equipment, materials, experts) Amount of funds: MKD 2,000,000.00 Source of funds: RNM Budget, International donors
---------	---	--	-------------------------	---	---

Measure 3.3.2: Securing funds from the Budget of the RNM, local self-government units and other sources as long-term support to youth work providers and strengthening the availability of youth work programs.

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
3.3.2.1	Submitting gender—sensitive guidelines for financial and other support of youth work at the local level by the LSGUs	Leading institution AYS Institutions involved: LSGUs, National Intersectoral Council for Youth Work	August - September 2024 August - September 2025	- Gender-sensitive guidelines to support youth work have been created and submitted by the LSGUs Initial value: no End value: yes	No financial implications

Measure 3.3.3: Providing financial support for the establishment and program activities for youth centers in accordance with the Law on Youth Participation and Youth Policies.

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
-----	------------	--------------------------	----------------------------------	------------	------------------------------------

3.3.3. 1	Organizing annual donor conferences with international organizations and the business community to support the development of youth work, the process of establishing youth centers and the realization of their program activities	Leading institution AYS Institutions involved: National Intersectoral Council for Youth Work, LSGUs, ZELS, national and regional chambers of commerce	November - December 2024 November - December 2025	- No. of donor conferences organized annually Initial value: 0 End value: 1	Type of resource: Expenses for organizing conferences (location, materials, food) Amount of funds: MKD 300,000.00 per year Source of funds: RNM Budget
Special objective 3.4: The profession of youth work is recognized, developed and enhanced					
Measure 3.4.1: Determining and adopting minimum competencies for youth workers.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

3.4.1. 1	Creating and adopting a National Portfolio of Youth Workers	Leading institution AYS Institutions involved: National Intersectoral Council for Youth Work, COs	April – June 2025	<p>- A proposal for a National Portfolio of Youth Workers is created by the National Intersectoral Council for Youth Work based on a consultative process with all stakeholders</p> <p>Initial value: no</p> <p>End value: yes</p> <p>- A National Portfolio of Youth Workers is adopted by the AYS, based on a proposal prepared by the National Intersectoral Council</p> <p>Initial value: no</p> <p>End value: yes</p>	Type of resource: Expenses for organizing consultative activities for the preparation of the National Standards (travel expenses, materials, locations) Amount of funds: MKD 300,000.00 Source of funds: RNM Budget, international donors
Measure 3.4.2: Providing opportunities for formal education and informal education for youth workers based on the competencies from the national portfolio.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

3.4.2. 1	Activities for educating and informing civic organizations, Local Self-government Units and other stakeholders about the need for educating youth workers	Leading institution AYS Institutions involved: Verified adult education institutions for the “Youth Worker” occupational standard, stakeholders from the public and civil sectors.	June – December 2024 January - December 2025	- No. of organized events for educating and informing Initial value: 0 End value: 4 per year	Type of resource: Expenses for organizing events Amount of funds: MKD 80,000.00 (MKD 40,000.00 per year) Source of funds: International donors RNM Budget, International donors
3.4.2. 2	Drafting a gender-sensitive Rulebook for awarding vouchers for participation in verified training for the “Youth Worker” occupational standard	Leading institution AYS	January – March 2024	- A Rulebook for scholarships is adopted Initial value: no End value: yes	No financial implications

3.4.2. 3	Awarding vouchers for participation in verified training for the “Youth Worker” occupational standard	Leading institution AYS	August - September 2024 August - September 2025	- No. of vouchers awarded for participation in verified training (f/m voucher recipients) Initial value: 0 End value: 6 (with an ensured gender balance)	Type of resource: Expenses for participating in training at verified institutions for conducting training Amount of funds: MKD 180,000.00 (MKD 90,000.00 per year) Source of funds: RNM Budget, International donors
3.4.2. 4	Providing postgraduate scholarships for youth work	Leading institution MES	August - September 2024 August - September 2025	- No. of provided scholarships for postgraduate studies for youth work (f/m scholarship recipients) Initial value: 0 End value: 2 per year (with an ensured gender balance)	Type of resource: Amount of funds: MKD 240,000.00 (MKD 120,000.00 per year) Source of funds: RNM Budget, International donors
Measure 3.4.4: Creating study programs for youth work in cooperation with higher education institutions.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

3.4.4. 1	Promoting postgraduate studies for youth work	Leading institution AYS Institutions involved: Faculty of Philosophy at UKIM, COs	September 2023 September 2024 September 2025	- No. of young people (f/m) involved in online activities Initial value: 0 End value: 1,000 (with an ensured gender balance) - No. of organized public events Initial value: 0 End value: 3 - No. of young people (f/m) involved in the events Initial value: 0 End value: 200 (with an ensured gender balance)	No financial implications
Measure 3.4.7: Recognizing the youth worker by creating a database of youth workers and introducing the recognition “Youth worker of the year” based on an adopted list of criteria.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

3.4.7. 1	Creating a database of youth workers	Leading institution AYS Institutions involved: National Intersectoral Council for Youth Work, COs	January – April 2024	- A database of youth workers is created Initial value: no End value: yes	No financial implications
-------------	--------------------------------------	---	-------------------------	--	------------------------------

4. PRIORITY AREA: EDUCATION

Special objective 4.1: Young people have equal access to quality education, which equips them for better functioning in modern society					
Measure 4.1.1: Increasing access to education for young people, especially for young people with fewer opportunities, respecting the provisions and rights arising from ratified international agreements.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Financial implications

4.1.1.1	Enabling a greater number of scholarships for young people with fewer opportunities/from vulnerable groups (social scholarships)	Leading institution MES Institutions involved: MF, MLSP	September 2023 - December 2025	No. of additional scholarships for secondary school students with fewer opportunities and vulnerable groups per year (f/m) Initial value: 1,990 (2022/23) End value: 2,200 (gender balance to be ensured in accordance with the initial value) No. of scholarships for students from vulnerable groups per year (f/m) Initial value: 1,500 (2022/23) End value: 1,600 (gender balance to be ensured in accordance with the initial value)	Type of resource: Scholarships Amount of funds: MKD 80,041,516.00 Source of funds: RNM Budget
4.1.1.2	Making a decision to reduce the prices of intercity bus service for secondary school students and students on the territory of the entire country and to increase the frequency of the lines	Leading institution MTC	September 2023 - May 2024	% of reduction of the current price of all intercity lines Initial value: 0 End value: 30 %	No financial implications

4.1.1.3	Establishing a student card for a subsidized meal	Leading institution MES Institutions involved: MF, MH, MTC, AYS, LSGUs	January 2024 - December 2025	% of students who use a virtual student card (f/m) Initial value: 0 End value: 70% (f/m)	Type of resource: Financial resources Amount of funds: MKD 80,041,516.00 Source of funds: RNM Budget
4.1.1.4	Promoting a digital European Youth Card in cooperation with the European Youth Card (the card enables certain discounts and benefits at the international level, benefits for the Work & Travel program, free travel insurance).	Leading institution AYS Institutions involved: MF, MH, MTC, AYS, LSGUs	January 2024 - December 2025	No. of young people using the European Youth Card (f/m) Initial value: (to be determined) End value: (to be determined) (f/m)	Type of resource: Financial resources Amount of funds: MKD 500,000.00 Source of funds: RNM Budget
4.1.1.5	Introducing a pilot volunteer program for secondary school students in the local community	Leading institution BDE Institutions involved: MLSP, MES, CVET, LSGUs, COs	January 2025 - December 2025	No. of schools involved in the volunteer program Initial value: 0 End value: 16 No. of municipalities in which a volunteer program is being piloted	No financial implications

				<p>Initial value: 0</p> <p>End value: 8</p> <p>No. of students (f/m) who have volunteered at least 20 hours in COs</p> <p>Initial value: 0</p> <p>End value: 480 (with an ensured gender balance)</p>	
Measure 4.1.8: Increased use of ICT in the teaching process, as well as creating and upgrading digital platforms for collecting curricula/textbooks/videos from classes, i.e. curricula in schools and higher education institutions.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
4.1.8.1	Updating the National Platform for uploading online textbooks for primary education, secondary school education and secondary vocational education, which will be additionally adapted for persons with disabilities (http://www.e-ucebnici.mon.gov.mk)	Leading institution MES (Pedagogical service)	January 2024 - December 2025	<p>% of online textbooks for primary, secondary education and secondary vocational education, available on the National Platform (e-textbooks)</p> <p>Initial value: (to be determined)</p> <p>End value: 80%</p>	<p>Type of resource: Experts for updating and maintaining the Platform</p> <p>Amount of funds: MKD 300,000.00</p> <p>Source of funds: RNM Budget</p>
Measure 4.1.9: Digitalizing administrative services in the educational process for secondary school students and university students.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

4.1.9. 1	Complete digitalization of administrative services in the educational process (developing digital tools for applying to secondary school, full-time student certificate)	Leading institution MES Institutions involved: MISA	January 2024 - July 2024	No. of services that have been fully digitized Initial value: 0 End value: 5 No. of students (f/m) who use the services Initial value: 0 End value: 70% of the students, 40% of which are from the underrepresented gender of the total number of students enrolled in secondary schools	Type of resource: IT experts, software procurement Amount of funds: MKD 1,000,000.00 Source of funds: RNM Budget; Budgets of higher education institutions
-------------	--	--	--------------------------	---	---

4.1.9. 2	Complete digitalization of administrative services in the educational process (developing digital tools for applying to higher education institutions, enrollment and semester confirmation, full-time student certificate, passed exams certificate)	Leading institution Universities Institutions involved: MISA, MES	January 2024 - July 2024	No. of services that have been fully digitized Initial value: 0 End value: 5 No. of students (f/m) who use the services Initial value: 0 End value: 70% of the students, 40% of which are from the underrepresented gender of the total number of students enrolled in academic studies	Type of resource: IT experts, software procurement Amount of funds: MKD 1,500,000.00 Source of funds: RNM Budget; Budgets of higher education institutions
4.1.9. 3	Trainings for teachers and professional personnel in secondary schools for the application of the new digitalized methods for administrative services	Leading institution BDE Institutions involved: BDE, MISA	January 2024 - December 2024	% of secondary school representatives (f/m) who participated in training for the application of the digitized methods Initial value: 0 End value: 80 %	Type of resource: Trainer, food and refreshments, technical equipment Amount of funds: MKD 300,000.00 Source of funds: RNM Budget

4.1.9. 4	Training for professors and professional personnel in higher education institutions to use the new digitalized methods for administrative services	Leading institution Universities Institutions involved: MISA	January 2024 - December 2024	% of representatives of higher education institutions (f/m) who participated in training for the application of the digitized methods Initial value: 0 End value: 80% (f/m)	Type of resource: Trainer, food and refreshments, technical equipment Amount of funds: MKD 300,000.00 Source of funds: RNM Budget
Special objective 4.2: The education infrastructure for young people is improved, and better conditions have been created to realize their potentials					
Measure 4.2.1: Assessing the conditions and needs of schools/higher education institutions, as well as capacities for accommodation (student dormitories and boarding schools) in terms of spatial conditions and required resources for work.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
4.2.1. 1	Carrying out a gender-sensitive assessment of the conditions in student dormitories in terms of quality, services and availability (dormitories that are not currently being renovated)	Leading institution MES Institutions involved LSGUs, student dormitories	February – June 2024 February – June 2025	% of pupil and student dormitories that are included in the assessment Initial value: 0 (to be determined) End value: 100 %	Type of resource: Expert fees Amount of funds: MKD 1,000,000.00 Source of funds: International donors

4.2.1. 2	Carrying out a gender-sensitive assessment of secondary schools in terms of quality, services and availability (schools that are not currently being renovated)	Leading institution MES Institutions involved: SEI, LSGUs, secondary schools	February – June 2024 February – June 2025	% of secondary school institutions that are included in the assessment Initial value: 0 (to be determined) End value: 40 %	Type of resource: Expert fees Amount of funds: MKD 1,500,000.00 Source of funds: international donors
4.2.1. 3	Carrying out a gender-sensitive assessment of higher education institutions in terms of quality, services and availability (education institutions that are not currently being renovated)	Leading institution AQHE Institutions involved Universities	February – June 2024 February – June 2025	% of higher education institutions that are included in the assessment Initial value: 0 (to be determined) End value: 75 %	Type of resource: Expert fees Amount of funds: MKD 500,000.00 Source of funds: international donors
4.2.1. 4	Carrying out a gender-sensitive assessment of schools for students with special educational needs	Leading institution MES Institutions involved: SEI, MLSP	February – June 2024 February – June 2025	% of schools for students with special educational needs that are included in the assessment Initial value: 0 (to be determined) End value: 75 %	No financial implications
4.2.1. 5	Developing a specific plan for the reconstruction of the most priority institutions in accordance with the assessment	Leading institution MES	July – November 2025	The plan contains a clear recommendation for the most priority	No financial implications

		Institutions involved: SEI		Institutions for reconstruction Initial value: no End value: yes	
Measure 4.2.6: Strengthening public-private partnerships to improve the educational infrastructure.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
4.2.6.1	Renovating the state-owned student dormitories	Leading institution MES Institutions involved: MF	June 2024 - September 2025	No. of completely renovated student dormitories according to appropriate housing quality standards according to the specific needs of girls and boys Initial value: 0 End value: 9	Type of resource: Infrastructural reconstruction Amount of funds: MKD 1,537,500.000 Source of funds: international donors
Measure 4.2.8: Improving the accessibility of educational facilities for young persons with disabilities and providing appropriately adapted educational materials for uninterrupted participation in classes, such as textbooks, reading materials and other curricula and teaching aids.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
4.2.8.1	Installing elevators, ramps, toilets and other infrastructural adjustments for persons with disabilities in secondary schools and higher education institutions based on previously developed mapping and assessment	Leading institution MES Institutions involved LSGUs, Universities, International organizations	January 2024 - August 2025	% of secondary schools that are completely accessible Initial value: to be determined End value: 30 %	Type of resource: Lift, ramp, installation equipment Amount of funds: MKD 60,000,000.00

				% of higher education institutions that are completely accessible Initial value: to be determined End value: 30 %	Source of funds: RNM Budget, donors
4.2.8.2	Trainings to strengthen the teaching and pedagogical personnel in secondary schools to work with persons with disabilities	Leading institution BDE Institutions involved: CVET, COs	January - February 2024 June – August 2024 January – February 2025 June – August 2025	% of educational personnel (f/m) in secondary schools trained to work with persons with disabilities Initial value: to be determined End value: 80 %	Type of resource: Trainer, food and refreshments, work materials, translation Amount of funds: MKD 1,000,000.00 Source of funds: RNM Budget, International donors
4.2.8.3	Revising higher educational programs to sensitize the work with persons with disabilities in the pedagogical professions	Leading institution Universities Institutions involved: AQHE, COs	September 2023 - December 2025	% of pedagogical faculties from all universities that have sensitized curricula for persons with disabilities Initial value: 0 End value: 50%	No financial implications
Special objective 4.3: Within the educational process, young people acquire knowledge and skills that make them competent in the labor market and receive continuous support in the process of choosing a profession based on their personal affinities					
Measure 4.3.1: Providing career guidance and counseling for young people at all levels of education (primary, secondary and higher).					

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
4.3.3.1	Establishing a career counseling office in secondary schools including training for career counselors that will include working with children and youth at risk, as well as overcoming the gender gap in employment	Leading institution MES Institutions involved BDE, secondary schools	Within 6 months after the adoption of the LSE (2025)	No. of secondary schools that have functioning career counseling offices Initial value: 0 End value: 50 No. of secondary schools that have at least 1 trained career counselor Initial value: 0 End value: 50	Type of resource: Technical equipment, office furniture, work materials Amount of funds: MKD 1,500,000 Source of funds: RNM Budget, International donors
Measure 4.3.6: Increasing the volume of practical education and learning through work in secondary vocational schools.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
4.3.6.1	Evaluating the realization of the application of practical education and work-based learning	Leading institution CVET Institutions involved COs, LSGUs, secondary vocational schools, the private sector, chambers of commerce	February - December 2024	The evaluation report provides clear recommendations for improving practical education and work-based learning Initial value: no	Type of resource: Expert fees Amount of funds: MKD 600,000.00

				End value: yes	Source of funds: international donors
Special objective 4.4: Young people network, collaborate, learn and share experiences with young people from other educational institutions, inside and outside the country					
Measure 4.4.2: Preparing a specific framework for internationalization of education.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
4.4.2.1	Support for participation in international exchanges of higher education institutions for the application of good practices through the Erasmus+ program	Leading institution NAEPM Institutions involved State universities	October 2024 - December 2025	No. of state universities that have incorporated applied practices based on international exchanges Initial value: 0 End value: 5	Type of resource: International travel expenses, fees, accommodation Amount of funds: MKD 2,000,000.00 Source of funds: International donors, budgets of state universities

4.4.2. 2	Supporting brain gain initiatives in higher education institutions	Leading institution MFA Institutions involved: State and private universities	January 2024 - December 2025	No. of higher education representatives of the diaspora engaged in brain gain initiatives in higher education institutions in North Macedonia Initial value: 0 End value: 5	Type of resource: Higher education representatives of the diaspora from universities, research centers etc. Amount of funds: MKD 2,306,250.00 Source of funds: international donors
-------------	--	--	------------------------------	---	---

Measure 4.4.3: Promoting opportunities and support for international mobility (incoming and outgoing) of students within schools and higher education institutions.

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
4.4.3. 1	Preparing a multimedia manual intended for secondary schools and universities, good practices from participation in the Erasmus+ program	Leading institution NAEPM	January – June 2025	% of secondary schools/universities informed about good practices in the E+ program Initial value: 0 End value: 100 %	Type of resource: Author fees, design, translation Amount of funds: MKD 200,000.00 Source of funds: RNM Budget

Measure 4.4.6: Facilitating the process of credit and diploma recognition for students from the country studying abroad and foreign students studying in the country.

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
-----	------------	--------------------------	----------------------------------	------------	------------------------------------

4.4.6.1	Full analysis of the Bologna Process and drafting a policy document with better application of ECTS recognition obligations	Leading institution MES (Higher education sector) Institutions involved State universities	April – October 2025	Clear and specific evidence-based recommendations have been prepared for better application of the Bologna Process Initial value: no End value: yes	Type of resource: Experts Amount of funds: MKD 900,000.00 Source of funds: RNM Budget, Budgets of higher education institutions, international donors
Special objective 4.5: Young people are educated in a spirit of tolerance, respect and acceptance of diversity					
Measure 4.5.2: Introducing Comprehensive Sexual Education as an elective subject in primary education.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
4.5.2.1	Preparing a national curriculum and creating resources (a manual for teachers and teaching materials for students) for the implementation of the elective subject Comprehensive Sexual Education for the 9 th grade	Leading institution BDE Institutions involved MES, international and local organizations	January 2024 - August 2025	-Curriculum and resources that include all topics/content and learning outcomes have been prepared Initial value: no End value: yes	Type of resource: Expert fees Amount of funds: MKD 1,000,000.00 Source of funds: International donors

4.5.2. 2	Media information campaigns on social media about the benefits to health and social well-being of young people from having Comprehensive Sexual Education content in formal education	Leading institution MES Institutions involved BDE, COs, international organizations	September – December 2025	A media information campaign is conducted on social media	Type of resource: Production company fees Amount of funds: MKD 300,000.00 Source of funds: international donors
Measure 4.5.5: Strengthening collaboration between schools at the local and regional level through school exchanges/organization of joint activities.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
4.5.5. 1	Organizing 6 summer schools with students from all over the country on topics related to peace building, conflict resolution, intercultural education	Leading institution AYS Institutions involved: MES, international donors	June – July 2024 June – July 2025	No. of students (f/m) who participated in summer schools Initial value: 0 End value: 300 (with an ensured gender balance)	Type of resource: Facilitators, accommodation, work materials, travel expenses, translation Amount of funds: MKD 6,000,000.00 Source of funds: international donors

5. PRIORITY AREA: CULTURE

Special objective 5.1: Young people are involved in the creation of cultural policies and are part of the culture funding system at national and local level

Measure 5.1.1: Encouraging young people to participate in the creation of integrative and inclusive cultural policies at the national and local level by including their interests and needs in the field of culture.

No.	Activities	Responsible institutions	Month and year of implementation	Indicators (short-term results)	Financial implications
5.1.1.1	Delivering communication to local cultural institutions with gender-sensitive guidelines for the establishment of youth advisory bodies at the local level	Leading institution MoC Institutions involved: Local cultural institutions	January – March 2024	- Communication to local cultural institutions with gender-sensitive guidelines for the establishment of youth advisory bodies have been delivered Initial value: no End value: yes	No financial implications
5.1.1.2	Forming a Youth Advisory Body composed of young artists/cultural workers within the Ministry of Culture to monitor the processes of proposal and decision-making in cultural policy	Leading institution MoC	January - December 2025	- A Youth Advisory Body for culture is established with equal participation of women and men Initial value: no End value: yes - No. of young artists/cultural workers (f/m) members of a Youth Advisory Body	Type of resource: Travel expenses for the meetings of the advisory body (for members with a place of residence outside of Skopje) Amount of funds: MKD 20,000.00 Source of funds: RNM Budget

				<p>Initial value: 0</p> <p>End value: 10 (with an ensured gender balance)</p> <p>- No. of meetings/consultations held for proposal and decision-making in cultural policy</p> <p>Initial value: 0</p> <p>End value: 3</p>	
Special objective 5.2: Young people have accessible spaces for cultural creation and free cultural expression, and participate in cultural creation at the local, national and international level					
Measure 5.2.1: Mapping the capacities of local cultural institutions and homes for culture to support the development of systemic solutions for their utilization in cultural and artistic creation and youth work.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

5.2.1.1	Conducting gender-sensitive research to map the existing capacities of cultural institutions in the RNM and their personnel and technical conditions, which can serve young people and their needs for cultural and artistic creation and work	Leading institution MoC Institutions involved: Local and local cultural institutions	January - September 2024	- A gender-sensitive report on the existing capacities of cultural institutions and their personnel and technical conditions is prepared Initial value: 0 End value: 1 - Recommendations for the capacities of cultural institutions that can serve young people and their needs for cultural and artistic creativity and work have been prepared Initial value: 0 End value: 1	Type of resource: Expenses for conducting research and preparing the recommendations Amount of funds: MKD 600,000.00 Source of funds: RNM Budget
---------	--	---	--------------------------	--	---

5.2.1.2	Allocating unused capacities within the cultural institutions for the needs of cultural and artistic creation and work of young women and men in accordance with the annual programs of the institutions and the projects approved for implementation	Leading institution MoC Institutions involved: Local and local cultural institutions	January - December 2025	- No. of cultural institutions that have allocated unused capacities Initial value: to be determined End value: 5 - No. of realized projects in the cultural institutions that have allocated unused capacities Initial value: 0 End value: to be determined	No financial implications
Measure 5.2.3: Developing program partnerships between young people and public cultural institutions in the direction of joint planning and implementation of cultural and artistic programs of interest to young people.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
5.2.3.1	Preparing gender-sensitive programs with cultural content in cooperation between the Youth Advisory Body	Leading institution MC Institutions involved:	January - December 2025	- No. of cultural content programs have been prepared for young	Type of resource: Expenses for implementing annual

	and national cultural institutions	National cultural institutions, Youth Advisory Body of the MC		women and men, girls and boys Initial value: 0 End value: 5	cultural programs Amount of funds: MKD 3,000,000.00 Source: RNM Budget, International donors
Measure 5.2.5: Increasing cooperation and networking of young people in the field of culture in the domestic and international context.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
5.2.5.1	Including the organization of international conferences for networking and cooperation of young artists and young cultural workers from the country and the region in the annual funding programs	Leading institution MoC	October - December 2024 October - December 2025	- International conferences included in annual funding programs Initial value: no End value: yes	No financial implications
Special objective 5.3: Established personnel policy that stimulates and supports new employment opportunities for young people in the field of culture					
Measure 5.3.1: Informing young people about employment opportunities in the field of culture with deficient occupations.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

5.3.1.1	Increasing funds for study abroad scholarships for deficit occupations	Leading institution MoC	August - September 2024	- The total amount of funds for studies has increased Initial value: no End value: yes	Type of resource: Funds for awarding study abroad scholarships Amount of funds: MKD 1,200,000.00 Source of funds: RNM Budget, international donors
5.3.1.2	Organizing info sessions on the existing opportunities for study abroad scholarships for deficient professions at the universities in Skopje, Bitola, Tetovo and Stip	Leading institution MoC Institutions involved: State universities	January – March 2025	- No. of realized info sessions for the university students Initial value: to be determined End value: 4 per year - No. of students (f/m) covered by the info meetings Initial value: 0 End value: 100	Type of resource: Travel expenses for organizing the info meetings Amount of funds: MKD 30,000.00 Source: RNM Budget, International donors
Measure 5.3.3: Upgrading the system for providing subsidies to independent artists from the funds of the national budget, to stimulate greater self-employment of young people, representatives of the non-institutional cultural sector and young graduated artists.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

5.3.3.1	Conducting a gender-sensitive analysis of the independent artists competition in order to prepare recommendations for increased prioritization of young people	Leading institution MoC Institutions involved: COs, Youth Advisory Body of the MC	January – April 2024	- A gender-sensitive analysis for the self-employment program in culture is conducted Initial value: no End value: yes - No. of realized public hearings on changes to the criteria of the self-employment program Initial value: 0 End value: 5 - No. of participants in the public hearings on changes to the self-employment program Initial value: 0 (target): 150 (with an ensured gender balance) - Gender-sensitive recommendations for prioritizing young people in the independent artists competition	Type of resource: Expenses for conducting an analysis (human resources) and for organizing public hearings Amount of funds: MKD 300,000.00 Source of funds: RNM Budget, international donors
---------	--	--	----------------------	---	---

				<div>Initial value: no</div> <div>End value: yes</div>	
--	--	--	--	--	--

5.3.3.2	Integrating changes to the independent artists competition in accordance with the recommendations of the analysis with the aim of increased prioritization of young people	Leading institution MoC	May 2024 - September 2024	<p>- Changes to the independent artists competition have been made</p> <p>Initial value: no</p> <p>End value: yes</p> <p>-No. of adopted measures for reducing the established gender gaps in support of independents artists</p> <p>Initial value: 0</p> <p>End value: 2</p>	No financial implications
5.3.3.3	Increasing the funding for the independent artists competition for young artists	Leading institution MoC	August - September 2024	<p>- The total amount of independent artists funding for young artists is increased</p> <p>Initial value: no</p> <p>End value: yes</p>	<p>Type of resource: Expenses for independent artists</p> <p>Amount of funds: MKD 2,000,000.00</p> <p>Source of funds: RNM Budget, International donors</p>
Special objective 5.4: Young people are enrolling in modern educational programs at domestic universities, are engaging in the informal educational system and are developing their creative potential through arts and culture programs in secondary education					
Measure 5.4.5: Promoting informal educational programs in public cultural institutions in the direction of sharing knowledge and raising interest among young people in specific cultural activities.					

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
5.4.5.1	Delivering communication to national and local cultural institutions with guidelines for the inclusion of gender-sensitive informal educational programs for young people in the annual programs	Leading institution MoC Institutions involved: Local and local cultural institutions	January – March 2024	- Communication to national and local cultural institutions with guidelines for the inclusion of gender-sensitive informal educational programs for young people in the annual programs is delivered Initial value: no End value: yes	No financial implications
5.4.5.2	Planning gender-sensitive informal educational programs for young people in the annual programs in national cultural institutions	Leading institution National cultural institutions Institutions involved: MC	May - December 2024	- No. of planned gender-sensitive informal educational activities in the programs of the national cultural institutions Initial value: to be determined End value: 10	No financial implications

5.4.5.3	Implementing gender-sensitive informal educational programs for young people from national cultural institutions	Leading institution National cultural institutions Institutions involved: MC	January - December 2025	- No. of implemented gender-sensitive informal educational activities by national cultural institutions Initial value: to be determined End value: 10 - No. of young participants (f/m) in gender-sensitive informal educational activities in national cultural institutions Initial value: to be determined End value: to be determined (with an ensured gender balance)	Type of resource: Expenses for implementing informal educational activities (human resources, equipment, materials) Amount of funds: MKD 600,000.00 Source of funds: RNM Budget, International donors
---------	--	---	-------------------------	---	--

5.4.5.4	Implementing promotional activities for the realization of informal educational activities in national cultural institutions	Leading institution MoC Institutions involved: National cultural institutions	January - December 2025	<p>- A plan for promotion of informal educational activities in public cultural institutions is adopted</p> <p>Initial value: no</p> <p>End value: yes</p> <p>- No. of prepared social media posts</p> <p>Initial value: 0</p> <p>End value: to be determined</p> <p>- No. of young people (f/m) involved in online promotional activities</p> <p>Initial value: 0</p> <p>End value: to be determined (with an ensured gender balance)</p> <p>- No. of organized info meetings at the local level</p> <p>Initial value: 0</p>	Type of resource: Expenses for organizing promotional activities Amount of funds: MKD 200,000.00 Source of funds: RNM Budget, International donors
---------	--	--	-------------------------	---	---

				<p>End value: to be determined</p> <p>- No. of young people (f/m) involved in the info meetings at the local level</p> <p>Initial value: 0</p> <p>End value: to be determined (with an ensured gender balance)</p>	
Special objective 5.5: Young people are informed about and interested in culture, participate in its creation, and it is accessible to everyone regardless of place of residence, sex, gender, social origin, religion, belonging to an ethnic group, marginalized group or group of persons with disabilities					
Measure 5.5.1: Improving access to culture and opportunities for following cultural events by young people.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
5.5.1.1	Integrating a youth category in the 50% discount program for cultural events and cultural institutions	Leading institution MoC	January - December 2024	<p>- A youth category is integrated in the discount program</p> <p>Initial value: no</p> <p>End value: yes</p>	No financial implications

5.5.1.2	Implementing a ticket discount for young people for cultural events and cultural institutions	Leading institution MoC Institutions involved: National and local cultural institutions	January - December 2025	- No. of young people (f/m) who have used the discount when purchasing tickets Initial value: 0 End value: to be determined	Type of resource: Expenses for compensating the loss of the provided discount on tickets Amount of funds: MKD 1,000,000.00 Source of funds: RNM Budget
Measure 5.5.2: Facilitating cultural content and programs for young people living in smaller towns and rural areas.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
5.5.2.1	Publishing a special gender-sensitive competition for financing cultural programs in smaller towns and rural areas	Leading institution MoC Institutions involved: LSGUs, local cultural institutions	January - December 2025	- A gender-sensitive competition for financing cultural programs in smaller towns and rural areas is published Initial value: no End value: yes - No. of cultural programs financed by the competition Initial value: 0 End value: 10	Type of resource: Expenses for financing cultural programs Amount of funds: MKD 3,000,000.00 Source of funds: RNM Budget, International donors

6. PRIORITY AREA: HEALTH

Special objective 6.1: Young people who are educated and informed about health					
Measure 6.1.3: Institutional, media and digital promotion of verified and scientifically proven health-related information, tailored to the specific target group and ensuring its accessibility through the channels young people use for information, as well as actively combatting health-related disinformation affecting young people (with a focus on vaccines, contraception, sexual health, prevention of drug and other psychoactive substance use).					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Financial implications
6.1.3.1	Forming a Working Group with a gender balance of members for the preparation of verified scientifically proven contents for adequate informing of young people	Leading institution MH Institutions involved: IPH, COs, health workers	January - February 2024	A Working Group is formed with a clear plan Initial value: / End value: yes	No financial implications
6.1.3.2	Preparation of a set of educational materials with verified scientifically proven (existing) content for appropriate informing divided by areas	Leading institution MH Institutions involved IPH (Working Group), COs, international organizations, health workers	March – April 2024	No. of areas/topics for which one educational material is prepared Initial value: 0 End value: 4	No financial implications
6.1.3.3	Developing and implementing a strategy for disseminating the prepared educational materials to young people (including young people with different socio-economic backgrounds and ethnicity in the development of the strategy)	Leading institution MH Institutions involved: COs, international institutions	May - December 2024	No. of young people (f/m) covered by the dissemination of educational materials Initial value: 0 End value: 10000	Type of resource: Means of dissemination (public relations company) Amount of funds: MKD 3,000,000.00 Source of funds: International donors

Measure 6.1.4: Increasing awareness about the safety, availability, relevance and usage of vaccines and medicine among young people.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
6.1.4.1	Establishing a Working Group with a gender balance of the members for the preparation of informational content related to the use of vaccines based on evidence-based medicine approved by the WHO	Leading institution MH Institutions involved IPH, COs, international organizations, health workers	January - February 2024	A Working Group with clearly defined work tasks and time frame is formed Initial value: / End value: yes	No financial implications
6.1.4.2	Drafting gender-sensitive informational materials with verified scientifically proven content for the use and importance of vaccines	Leading institution IPH Institutions involved IPH (Working Group), COs, international organizations, health workers	March – April 2024	A set of gender-sensitive informational educational materials is drafted and adopted Initial value: / End value: yes	No financial implications
6.1.4.3	Drafting and implementing a strategy for dissemination of the prepared informational materials for the use of vaccines to young people	Leading institution MH Institutions involved: COs, international institutions	May – June 2024	No. of young people covered by the dissemination of educational materials Initial value: 0 End value: 5000 ? (to be determined)	Type of resource: Means of dissemination (public relations company) Amount of funds: MKD 1,500,000.00 Source of funds: International donors, RNM Budget

6.1.4. 4	Drafting a behavioral study that includes a gender perspective on the effects of dissemination of informational materials	Leading institution IPH Institutions involved International organizations, COs	October - December 2024	A study report with conclusions and recommendations for future approaches to girls and boys, women and men, and other categories of citizens (intersectionality) is prepared Initial value: / End value: yes	Type of resource: Experts, design, printing, translation Amount of funds: MKD 400,000.00 Source of funds: International donors, RNM Budget
Special objective 6.2: Improved mental well-being of young people					
Measure 6.2.3: Creating a communication network with competent authorities for easier recognition and reporting of domestic violence and bullying (prevention of psychotropic substance use, internet addiction, and early signs of behavioral and mental disorders in young people).					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
6.2.3. 1	Conducting an in-depth analysis on the extent of peer and gender-based violence among young people	Leading institution MLSP Institutions involved MI, MH, CSW, MJ, IPH, IFMC, COs, international organizations	January – May 2024	No. of young respondents (f/m) included in data collection Initial value: 0 End value: 1000	Type of resource: Funds for experts, travel expenses, communication expenses, design, printing, translation Amount of funds: 1,200,000.00 Source of funds: RNM Budget, International donors

6.2.3.2	Drafting a protocol for mutual cooperation to take measures for prevention and protection from violence against women and domestic violence	Leading institution MLSP Institutions involved MI, MH, CSW, MJ, IPH, IFMC, COs, international organizations	June – September 2024	A protocol is developed and piloted Initial value: no End value: yes	Type of resource: External experts Amount of funds: MKD 600,000.00 Source of funds: RNM Budget, International donors
6.2.3.3	Creating a model for integrated data collection on gender-based violence at the national level	Leading institution MLSP Institutions involved MI, MH, CSW, MJ, IPH, IFMC, COs, international organizations	September – November 2024	A data collection model that provides disaggregated data on multiple bases is created and piloted Initial value: 0 End value: yes	Type of resource: Experts Amount of funds: MKD 300,000.00 Source of funds: RNM Budget, International donors
6.2.3.4	Training media workers for ethical reporting of peer and gender-based violence in North Macedonia	Leading institution MLSP Institutions involved AJM, Court of Honor, SEMM, MI, MH, CSW, MJ, IPH, ICMC, COs, international organizations	(Continuous) 2024	No. of trained media workers (f/m) for ethical reporting on peer and gender-based violence Initial value: 0 End value: 50	Type of resource: Trainers, training premises, food/ Refreshment, accommodation, work materials Amount of funds: MKD 700,000.00

					Source of funds: RNM Budget, International donors
Measure 6.2.7: Training and increasing the competence of school psychologists, teachers and work with parents aimed at rapid and timely prevention and identification of mental conditions.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
6.2.7.1	Creating a self-care module for mental health among young people	Leading institution MH Institutions involved BDE, MES, WHO, ZELS, MoLSG, COs, international organizations	January – June 2024	A self-care module for mental health among young girls and boys, women and men, is developed and adopted, with reference to the possibilities of persons with special needs Initial value: / End value: yes	Type of resource: Module preparation experts Amount of funds: MKD 150,000.00 Source of funds: international donors
6.2.7.2	Piloting the self-care module for mental health in secondary schools through the education of professional teams (pedagogues, psychologist, social worker, special educator and rehabilitator, sociologist and other similar profiles)	Leading institution MH Institutions involved MES, BDE, MH, WHO, ZELS, MoLSG, COs, secondary schools, international organizations	September – December 2024	No. of schools where the self-care module is piloted Initial value: 0 End value: 16 (2 per each planning region, one of which in a rural, and one in an urban area)	Type of resource: Trainers, recommendation, work materials, translation Amount of funds: MKD 1,200,000.00 Source of funds: RNM Budget, International donors, LSGUs
Special objective 6.3: Improved lifestyle and quality of life among young people					

Measure 6.3.6: Prevention, education and improvement of the situation of young people regarding the use of nicotine and alcohol.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
6.3.6.1	Organizing regional consultation workshops for the preparation of an educational program for the education of trainers on the prevention of nicotine and alcohol for secondary school teaching personnel	Leading institution MH Institutions involved BDE, COs, international organizations	January – March 2024	No. of teachers (f/m) consulted for the development of the program Initial value: 0 End value: 100	Type of resource: Experts, travel expenses, food and refreshments Amount of funds: MKD 300,000.00 Source of funds: RNM Budget, International donors
6.3.6.2	Creating a specialized trainings module for the prevention of nicotine and alcohol use, and behavioral addictions	Leading institution MH Institutions involved MES, BDE, COs, international organizations	June - December 2025 (after the adoption of the LSE)	A training module and a guide are developed for module implementation Initial value: / End value: yes	Type of resource: Experts Amount of funds: MKD 300,000.00 Source of funds: RNM Budget, International donors

6.3.6. 3	Piloting the module for the prevention of nicotine and alcohol use, and behavioral addictions in secondary schools through the education of professional teams (pedagogues, psychologist, social worker, special educator and rehabilitator, sociologist and other similar profiles)	Leading institution MH Institutions involved BDE, MES, WHO, ZELS, MoLSG, COs, international organizations	September – December 2025 (or after the adoption of the LSE)	No. of schools where the self-care module is piloted Initial value: 0 End value: 16 (2 per each planning region, one of which in a rural, and one in an urban area)	Type of resource: Trainers, recommendation, work materials, translation Amount of funds: MKD 1,200,000.00 Source of funds: RNM Budget, International donors, LSGUs
Measure 6.3.7: Introducing campaigns for health prevention of substance use, timely and proper treatment and rehabilitation for users, and education and training to empower young people to recognize and help people with addictions.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
6.3.7. 1	Developing a program for the treatment of non-opiate addictions among young people (cocaine, amphetamine, MDMA, cannabis, psilocybin, hallucinogens...)	Leading institution MH Institutions involved MLSP	January - December 2024 (continuous)	A program for treatment of non-opiate addictions among young people is developed Initial value: no End value: yes	Type of resource: Experts Amount of funds: MKD 120,000.00 Source of funds: RNM Budget Type of resource: Human resources,

6.3.7. 2	Drug checking and testing on psychoactive substances	Leading institution MH Institutions involved MI, national laboratory	January 2024 - December 2025 (continuous)	Indicator is to be defined Initial value: / End value: /	equipment Amount of funds: MKD 600,000.00 Source of funds: RNM Budget
6.3.7. 3	Field teams to improve nightlife safety (presence of a trained team that recognizes and provides assistance to people with addictions at events where young people gather)	Leading institution MH Institutions involved: COs	January 2024 - December 2025 (continuous)	No. of members of the field teams (f/m) Initial value: to be determined End value: to be determined	No financial implications
6.3.7. 4	Providing an antidote (naloxone) to prevent overdose and death	Leading institution MH Institutions involved MI, COs	January 2024 - December 2025 (continuous)	Indicator is to be defined Initial value: / End value: /	Type of resource: Procurement and distribution of medicines Amount of funds: MKD 1,200,000.00 Source of funds: RNM Budget
Measure 6.3.8: Raising awareness among young people, parents and teaching personnel on recognizing and preventing behavioral addictions (gambling, internet addictions, food addiction).					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

6.3.8. 1	Organizing regional consultative workshops for the preparation of an educational program for the education of trainers on the prevention of behavioral addictions	Leading institution MH Institutions involved BDE, MH, COs, international organizations	January – March 2025	No. of teachers (f/m) consulted for the development of the program Initial value: 0 End value: 100	Type of resource: Experts, travel expenses, food and refreshments Amount of funds: MKD 300,000.00 Source of funds: RNM Budget, International donors
6.3.8. 2	Creating a specialized trainings module for the prevention of behavioral addictions	Leading institution MH Institutions involved BDE, COs, international organizations	2025 (after the adoption of the LSE)	A training module and a guide have been developed for implementing the module Initial value: / End value: yes	Type of resource: Experts Amount of funds: MKD 300,000.00 Source of funds: RNM Budget, International donors

6.3.8.3	Piloting the module for the prevention of behavioral addictions in secondary schools through the education of professional teams (pedagogues, psychologist, social worker, special educator and rehabilitator, sociologist and other similar profiles)	Leading institution MH Institutions involved BDE, MES, WHO, ZELS, MoLSG, COs, secondary schools, international organizations	September – December 2024	No. of schools in which the module for the prevention of behavioral addictions is piloted Initial value: 0 End value: 16 (2 per each planning region, one of which in a rural, and one in an urban area)	Type of resource: Trainers, recommendation, work materials, translation Amount of funds: MKD 1,200,000.00 Source of funds: RNM Budget, International donors, LSGUs
---------	--	---	---------------------------	--	--

Special objective 6.4: Young people who are healthy, aware and sexually liberated, with access to sexual and reproductive health services

Measure 6.4.3: Improving access to family planning services and modern contraceptives, by placing modern contraceptives on the positive list of prescribed drugs, as well as training health workers and their associates on the benefits of their use.

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
6.4.3.1	Providing and distributing free modern contraception (condoms, oral pills and emergency contraception) to young people through state clinics, gynecology clinics and CO programs working on sexual and reproductive health	Leading institution MH Institutions involved State hospitals with an obstetrics and gynecology department, gynecologists, COs	January - December 2024 (continuous)	No. of young men and women, especially from vulnerable groups who have received free modern contraception annually Initial value: 0 End value: 5000	Type of resource: Procurement and distribution of products Amount of funds: MKD 4,000,000.00 (MKD 2,000,000.00 per year) Source of funds: RNM Budget, International donors, LSGUs

Measure 6.4.4: Strengthening existing capacities and improving access to services related to sexual and reproductive health (e.g. testing for sexually transmitted diseases, HIV, contraceptives, family planning services), with a special focus on vulnerable categories of youth.

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
6.4.4.1	Procuring rapid Sexually Transmitted Infections tests- STIs (chlamydia, gonorrhea, syphilis, HIV) for testing the young population, especially groups vulnerable to HIV and marginalized groups	Leading institution MH	January 2023 - December 2024	<p>No. of rapid STI tests procured within the preventive program for the protection of the population for HIV</p> <p>Initial value: 0</p> <p>End value: 3000</p> <p>No. of young (f/m) users of rapid STI tests</p> <p>Initial value: 0 (to be determined in consultation with MH/HERA)</p> <p>End value: (to be determined in consultation with MH/HERA)</p>	<p>Type of resource: Financial resources, distribution</p> <p>Amount of funds: MKD 2,400,000.00</p> <p>Source of funds: RNM Budget, International donors</p>

6.4.4.2	Diagnosis and treatment of Sexually Transmitted Infections	Leading institution MH Institutions involved: COs	January 2024 - December 2025 (continuous)	No. of young people, including from vulnerable groups, who have had a rapid HIV and STI test Initial value: 0 End value: 3000 % of young people (f/m) who tested positive and are receiving HIV and STI therapy Initial value: 0 End value: 100% (?)	Type of resource: Financial resources, distribution Amount of funds: MKD 7,000,000.00 Source of funds: RNM Budget, International donors
6.4.4.3	Screening for prevention of cervical cancer (Pap smear) in rural areas through mobile gynecological clinics	Leading institution State hospitals with an obstetrics and gynecology department Institutions involved: COs	January 2024 - December 2025 (continuous)	No. of young women up to 29 years of age from rural areas who have had a free Pap smear on an annual basis Initial value: 0 End value: 500	Type of resource: Financial resources Amount of funds: MKD 2,000,000.00 Source of funds: RNM Budget, International donors

6.4.4. 4	Revising the Standards for accessibility to health services in accordance with the Convention on the Rights of Persons with Disabilities	Leading institution MH Institutions involved: Agency for Quality and Accreditation of Health Institutions of the RNM, HIF, COs	2024-2025	The Standards for accessibility to health services in primary and secondary health care have been adopted in accordance with the Convention on the Rights of Persons with Disabilities Initial value: no End value: yes	Type of resource: Expert fees Amount of funds: MKD 300,000.00 Source of funds: RNM Budget, International donors
Measure 6.4.5: Providing free menstrual and sanitary products for young people of all categories.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
6.4.5. 1	A decision made by the Government/MoLSG on the introduction of a local fund/budget by the municipalities for menstrual hygiene in primary and secondary schools	Leading institution MoLSG Institutions involved Secondary schools, ZELS, MH, IPH, COs, LSGUs	September – December 2023	Percentage of municipalities that allocate a budget for menstrual hygiene in primary and secondary schools until 2025 Initial value: to be determined End value: 50 %	No financial implications

6.4.5. 2	Procuring and distributing menstrual hygiene products to end users in primary and secondary schools	Leading institution MLSG Institutions involved ZELS, MLSG, international organizations, CSo	January 2024 - December 2025	No. of girls covered by the measure on an annual basis Initial value: 0 End value: to be determined	Type of resource: Products needed for menstrual hygiene, transportation Amount of funds: 1,800,000.00 Source of funds: RNM Budget (MLSG), LSGUs, international donors
Measure 6.4.6: Raising awareness of regular preventative examinations for sexual and reproductive health among young people of all categories.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
6.4.6. 1	Preparing gender-sensitive educational materials on health care rights among young people	Leading institution MH Institutions involved IPH (Working Group), COs, international organizations, health workers	March – April 2024	Educational material is prepared and adopted Initial value: 0 End value: yes	No financial implications

6.4.6. 2	Developing and implementing a strategy for dissemination of the prepared educational materials to young people	Leading institution MH Institutions involved: COs, international institutions	May - December 2024	No. of young people covered by the dissemination of educational materials Initial value: 0 End value: to be determined	Type of resource: Means of dissemination (public relations company) Amount of funds: MKD 3,000,000.00 Source of funds: International donors, RNM Budget
Special objective 6.5: Young people live in and create a healthy environment					
Measure 6.5.5: Encouraging research and innovation and their translation into ecological solutions as an opportunity to achieve healthy and ecologically sustainable communities and environment.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
6.5.5. 1	Creating a special gender-sensitive program to encourage young people to create initiatives related to a healthy environment and sustainable ecological communities based on the Paris Agreement, the Aarhus Convention, the 2030 Agenda and the UN resolution for a clean and healthy environment	Leading institution MEPP Institutions involved MF, MH, IPH, COs, international organizations	September – November 2023	The program is adopted by the RNM Government Initial value: / End value: yes	No financial implications
6.5.5. 2	Creating opportunities by the Fund for Innovation and Technological Development to support businesses by and for young people up to 29 years of age for research and green innovation	Leading institution FITD Institutions involved MF	January - December 2024 January - December 2025	No. of supported projects for green businesses ran by young women and men annually	Type of resource: Grants Amount of funds: MKD 6,000,000 Source of funds:

				Initial value: to be determined End value: 4 ? (to be determined)	RNM Budget (FITD)
6.5.5.3	Increasing grant funding and youth self-employment funds that focus on innovation and ecological solutions	Leading institution MLSP Institutions involved EARNM, MF	January - December 2024 January - December 2025	No. of self-employed young women and men through support on an annual basis Initial value: to be determined End value: 20 ? (to be determined)	Type of resource: Grants Amount of funds: MKD 6,000,000 Source of funds: RNM Budget (MLSP), International donors

7. PRIORITY AREA: ENTREPRENEURSHIP AND PRE-EMPLOYMENT SUPPORT

Special objective 7.1: Favorable conditions have been created for the support and development of entrepreneurship, innovation and creation of decent jobs for young people.

Measure 7.1.1: Raising awareness about the benefits of entrepreneurship and stimulating an entrepreneurial spirit among young people.

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Financial implications
-----	------------	--------------------------	----------------------------------	------------	------------------------

7.1.1.1	Implementing an online campaign to raise awareness among young women and men on the benefits of entrepreneurship	Leading institution APERNM Institutions involved: MISA, BDE, CVET, AYS	January – June 2024	- A plan for implementing a public campaign on an annual level is prepared Initial value: no End value: yes - No. of young people (f/m) covered by online activities within the public campaign Initial value: 0 End value: 10,000 (with an ensured gender balance)	Type of resource: Expenses for planning and implementing the public campaign activities Amount of funds: MKD 250,000.00 Source of funds: RNM Budget, International donors
7.1.1.2	Conducting workshops in secondary schools aimed at stimulating the entrepreneurial spirit among young people	Leading institution MES Institutions involved: Chamber of Commerce of the RNM, Employers' Organization,	September - December 2024 January - December 2025	Training of teachers in facilitating workshops is conducted Initial value: 0 End value: 1	Type of resource: Expenses for organizing training and workshops (travel expenses, human resources)

		APERNM, secondary schools		<p>No. of trained teachers (f/m) to facilitate workshops</p> <p>Initial value: 0</p> <p>End value: 24 (with an ensured gender balance)</p> <p>- No. of secondary schools in which workshops have been conducted</p> <p>Initial value: 0</p> <p>End value: 23 (3 per planning region)</p> <p>- No. of students (f/m) from secondary schools participating in the conducted workshops</p> <p>Initial value: 0</p> <p>End value: 2,000 (with an ensured gender balance)</p>	<p>Amount of funds: MKD 3,000,000.00</p> <p>Source of funds: RNM Budget, International donors</p>
Measure 7.1.2: Encouraging and supporting young people to start and develop their own business.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources

7.1.2.1	Implementing a mentorship program in the first 6 (six) months for a company registered in the Central Registry of young people (18-29)	Leading institution APERNM Institutions involved: Central Registry of the RNM	January - December 2024 January - December 2025	- A plan and methodology for mentoring companies have been prepared and adopted Initial value: no End value: yes - A training for mentors is conducted Initial value: 0 End value: 1 - No. of newly registered companies that are being mentored Initial value: 0 End value: 30% of all newly registered companies, at least 30% of which are founded by women	Type of resource: Expenses for developing a mentoring methodology (human resources) and for organizing training and a mentoring process (travel expenses, human resources) Amount of funds: MKD 3,000,000.00 Source of funds: RNM Budget, International donors
---------	--	--	--	--	---

7.1.2.2	Providing financial support for young farmers to start an agricultural activity	Leading institution MAFWE Institutions involved: AFSARD	September 2023 September 2025	- No. of grants awarded to young farmers (f/m) Initial value: 150 End value: 150 per year (with an ensured gender balance)	Type of resource: Expenses for awarding grants Amount of funds: MKD 90,000,000.00 (MKD 600,000.00 per grant) Source of funds: RNM Budget
7.1.2.3	Establishing a hybrid youth center offering cultural and educational content, training for business development and artistic expression, and other activities to support young women and men who want to start their own business	Leading institution Government of the RNM Institutions involved: AYS, COs	September 2023 - December 2025	- A hybrid youth center is established Initial value: no End value: yes	Type of resource: Expenses for construction, furnishing and establishing a hybrid youth center Amount of funds: MKD 250,000,000.00 Source of funds: RNM Budget (provided)
Measure 7.1.3: Supporting young entrepreneurs in the digitalization of their businesses.					
No.	Activities	Responsible institutions	Month and year of	Indicators	Resources and sources of resources

			implementation		
7.1.3.1	Implementing training for young women and men entrepreneurs for digitalization of their businesses	Leading institution APERNM Institutions involved: AYS, MISA	June – December 2024	- A model and methodology for conducting training have been developed Initial value: no End value: yes - No. of young entrepreneurs (f/m) involved in trainings for digitalization of their businesses Initial value: to be checked End value: 250 (with an ensured gender balance) - No. of young entrepreneurs (f/m) who participated in the trainings and have digitalized part of their processes Initial value: 0 End value: 30% of all participants in the training	Type of resource: Expenses for developing a training methodology (human resources) and for organizing training (travel expenses, human resources) Amount of funds: MKD 4,000,000.00 Source of funds: RNM Budget, donors

Measure 7.1.7: Supporting startups from young people with high potential in strategic sectors for the country.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
7.1.7.1	Conducting an analysis for a proposal solution for personal income tax exemption in the first 3 years from the start of the activity	Leading institution Government of the RNM	January - September 2024	<p>- No. of stakeholders consulted (women and men)</p> <p>Initial value: 0</p> <p>End value: to be determined</p> <p>- Recommendations from a conducted analysis of the effects of tax exemption have been prepared</p> <p>Initial value: no</p> <p>End value: yes</p>	<p>Type of resource: Expenses for consultative meetings and conducting analysis (human resources)</p> <p>Amount of funds: MKD 300,000.00</p> <p>Source of funds: RNM Budget</p>

7.1.7.2	Adopting a solution for personal income tax exemption in the first 3 years from the start of the activity	Leading institution Government of the RNM Institutions involved: MF, PRO, MJ	September – December 2024	- A legal solution for the implementation of a tax exemption measure is prepared Initial value: no End value: yes - Legal amendments for the implementation of the tax exemption measure have been adopted Initial value: no End value: yes	No financial implications
7.1.7.3	Piloting the measure for personal income tax exemption in the first 3 years from the start of the activity	Leading institution PRO	January - December 2025	- No. of startups exempt from paying personal tax Initial value: 0 End value: to be determined (of the target, 40% of the total established startups are founded by women)	No financial implications
Special objective 7.2: Improved balance between the supply and demand on the labor market, greater inclusion of vulnerable and marginalized categories of youth in the labor market and narrowing the gap between men and women.					
Measure 7.2.2: Increasing the awareness of young people about the outcomes in the labor market.					

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
7.2.2.1	Organizing an annual fair of career opportunities	Leading institution EARNM Institutions involved: Chamber of Commerce of the RNM, COs	January – March 2024 January – March 2025	- No. of companies represented at the fair Initial value: 0 End value: 100 per year - No. of companies founded and/or run by women represented at the fair Initial value: 0 Target: 30% of the companies represented at the fair are founded and/or run by women - No. of young visitors (f/m) at the fair Initial value: 0 End value: 2,000 young people per year	Type of resource: Expenses for organizing a fair (space, equipment, materials) Amount of funds: MKD 1,000,000.00 Source of funds: RNM Budget, International donors

7.2.1.2	Conducting a gender-sensitive analysis on the labor market needs in the RNM	Leading institution EARNM Institutions involved: MES	October – November 2023	- A gender-sensitive study on the labor market needs based on the carried out analysis is prepared Initial value: no End value: yes - Recommendations to higher education institutions for adaptation of quotas have been prepared based on the conducted analysis Initial value: no End value: yes - Recommendations for higher education institutions for the adoption of quotas for the inclusion of both sexes in atypical professions determined by gender roles have been prepared Initial value: no End value: yes	Type of resource: Expenses for conducting an analysis (human resources) Amount of funds: MKD 600,000.00 Source of funds: RNM Budget
Measure 7.2.3: Strengthening career counseling, especially among unemployed young people and those who are not involved in the education or training process.					

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
7.2.3.1	Establishing a national program for career counseling of young people, especially of unemployed young people and those who are not involved in the education or training process	Leading institution EARNM Institutions involved: Employment centers, MES, APERNM	January - September 2024	- Program and materials for career counseling of young people have been prepared and adopted Initial value: no End value: yes	Type of resource: Expenses for the preparation of a program and materials Amount of funds: 300,000 Source of funds: RNM Budget, International donors
7.2.3.2	Implementing career counseling of young people at the national level, especially of unemployed young people and those who are not involved in the education or training process	Leading institution EARNM Institutions involved: Employment centers	January - December 2025	- No. of young users (f/m) of career counseling Initial value: 300 End value: 400 (with an ensured gender balance)	Type of resource: Expenses for conducting career counseling (human resources) Amount of funds: MKD 2,000,000.00 Source of funds: RNM Budget, International donors
Measure 7.2.6: Creating opportunities for young people to communicate with professionals in their field of interest.					

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
7.2.6.1	Creating a platform for young people and professionals from various fields to enable communication, exchange of information and mentoring opportunities	Leading institution ME Institutions involved: AYS	April - December 2024	- An online platform is created Initial value: no End value: yes	Type of resource: Expenses for developing an online platform (human resources) Amount of funds: 1,000,000.00 Source of funds: RNM Budget, International donors

7.2.6.2	Conducting a gender-sensitive evaluation of the effectiveness of the student internship measure	Leading institution ME Institutions involved: MES, MLSP	January - December 2024	- A gender-sensitive evaluation of an internship program for students is conducted Initial value: no End value: yes - Gender-sensitive recommendations for improving the efficiency of the internship program for students is prepared Initial value: no End value: yes	Type of resource: Expenses for conducting an evaluation (human resources) Amount of funds: MKD 600,000.00 Source of funds: RNM Budget
7.2.6.3	Internships for students from the Faculty of Agricultural Science and Food, the Faculty of Forest Sciences and the Faculty of Veterinary Medicine at the Ministry of Agriculture, Forestry and Water Economy	Leading institution MAFWE Institutions involved: Faculty of Agricultural Science and Food, the Faculty of Forest Sciences and the Faculty of Veterinary Medicine	January - December 2024 January - December 2024	- No. of students (f/m) involved in an internship at the MAFWE Initial value: 25 End value: 25 per year (with an ensured gender balance)	Type of resource: Monthly allowance for interns Amount of funds: MKD 2,850,000.00 Source of funds: RNM Budget
Special objective 7.3: Reduced economic emigration of young people and increased inbound migration through strengthened regional economic policies and the rule of law					
Measure 7.3.4: Enabling a favorable environment for attracting digital nomads.					

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Resources and sources of resources
7.3.4.1	Preparing a gender-sensitive analysis for opportunities to attract digital nomads from the region and Europe	<p>Leading institution Agency for Development and Investments</p> <p>Institutions involved: Agency for Promotion and Support of Tourism, MFA, ME</p>	January - December 2024	<p>- Recommendations based on the conducted analysis of opportunities to attract digital nomads have been prepared</p> <p>Initial value: no</p> <p>End value: yes</p> <p>- Gender-sensitive measures to attract digital nomads have been adopted based on the prepared recommendations</p> <p>Initial value: no</p> <p>End value: yes</p>	<p>Type of resource: Expenses for conducting an analysis and preparing recommendations (human resources)</p> <p>Amount of funds: MKD 1,000,000.00</p> <p>Source of funds: RNM Budget, International donors</p>

7.3.4.2	Creating an official website for digital nomads	Leading institution Agency for Development and Investments Institutions involved: Agency for Promotion and Support of Tourism, MFA, ME	January - December 2025	- An official website for digital nomads is created Initial value: no End value: yes - No. of visitors (f/m) to the website on an annual basis Initial value: 0 End value: to be determined	Type of resource: Expenses for creating a website Amount of funds: MKD 1,000,000.00 Source of funds: RNM Budget, International donors
---------	---	--	-------------------------	--	--

8. PRIORITY AREA: SECURITY

Special objective 8.1: Improved conditions for personal physical security and integrity in public space					
Measure 8.1.1: Improving infrastructure for free movement in public spaces within public pedestrian zones, town squares and sports and recreation zones.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Financial implications

8.1.1.1	Conducting an analysis and field research on black spots (unsecure places) with a focus on the safety of women, girls, persons with disabilities and members of ethnic communities in Skopje	Leading institution MI Institutions involved: SIA Skopje, City of Skopje and the municipalities in the City of Skopje, COs	January – May 2024	- A study of identified black spots (unsecure places on various grounds) in Skopje Initial value: no End value: yes - No. of events organized for the presentation of the analysis results Initial value: 0 End value: 1	Type of resource: Expenses for conducting analysis (human resources for research) and organizing an event presentation (location) Amount of funds: MKD 300,000.00 Source of funds: RNM Budget
8.1.1.2	Conducting an analysis and field research on black spots (unsecure places) with a focus on the safety of women, girls, persons with disabilities and members of ethnic communities in other municipalities	Leading institution MI Institutions involved: LSGUs, COs	July – December 2024	- A study of identified black spots (unsecure places on various grounds) in different municipalities Initial value: 0 End value: 8, one per each region	Type of resource: Expenses for conducting analysis (human resources for research) and organizing events (travel expenses, location)

				- No. of events organized for the presentation of the analysis results Initial value: 0 End value: 8, one per each region	Amount of funds: MKD 1,600,000.00 Source of funds: RNM Budget
8.1.1.3	Organizing activities to support the Local Self-government Units to address the security risks of the black spots	Leading institution MI Institutions involved: LSGUs	January – June 2025	- No. of organized working meetings to discuss security risks Initial value: 0 End value: 8, one per each region - No. of prepared gender-sensitive local plans by LSGUs to address security risks Initial value: 0 End value: 8, one per each region	Type of resource: Expenses for organizing working meetings (travel expenses, location, human resources) and expenses for implementing local plans Amount of funds: MKD 2,400,000.00 Source of funds: RNM Budget, International donors
Measure 8.1.3: Improved control over security in public transportation to avoid threats to the physical security of young people.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Financial implications

8.1.3. 1	Ensuring the presence of police officers in public transportation during the highest frequency of secondary school students in Skopje	Leading institution MI Institutions involved: SPT Skopje, City of Skopje and the municipalities in the City of Skopje, COs	October - December 2023 January – May 2024 October - December 2024 January – May 2025 October - December 2025	- No. of bus lines with an ensured presence of police officers Initial value: 0 End value: to be determined - No. of buses with an ensured presence of police officers Initial value: 0 End value: to be determined	No financial implications
Measure 8.1.4: Frequent security controls in frequented areas to protect young people from threats to personal physical security.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Financial implications

8.1.4. 1	Implementing preventive controls in places where young people gather, in order to increase their security	Leading institution MI Institutions involved: City of Skopje and the municipalities in the City of Skopje, COs	January - December 2024 January - December 2025	- No. of preventive controls carried out on a weekly basis Initial value: 0 End value: to be determined - No. of places covered by preventive controls on a weekly basis Initial value: 0 End value: to be determined	No financial implications
-------------	---	---	--	--	---------------------------

Special objective 8.2: Strengthened mechanisms to guarantee freedom of expression and fight against discrimination, polarization and extremism

Measure 8.2.5: Strengthening the capacities of the Commission for Prevention and Protection against Discrimination to work with young people and marginalized communities to improve its preventive competences and its capacities.

No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Financial implications
8.2.5. 1	Signing memorandums of cooperation of the Commission for Prevention and Protection against Discrimination (CPPD) with COs and other relevant institutions in order to improve cooperation, networking and participation in joint projects	Leading institution CPPD Institutions involved: COs, relevant state institutions	January – May 2024	- No. of signed memorandums of cooperation Initial value: to be determined End value: 10	No financial implications

8.2.5. 2	Implementing specialized training for employees of the Commission for Prevention and Protection against Discrimination in order to strengthen their capacities on issues related to discrimination of Roma, LGBTI and other marginalized communities	Leading institution CPPD	January - December 2024 January - December 2025	- No. of CPPD employees (f/m) trained on issues related to discrimination of Roma, LGBTI and other marginalized communities Initial value: to be determined End value: all employees – to be determined	Type of resource: Expenses for organizing trainings (travel expenses, location, food, human resources – trainers) Amount of funds: MKD 900,000.00 Source of funds: RNM Budget, International donors
Measure 8.2.7: Strengthening mechanisms for early recognition of radicalization and violent extremism and their full implementation.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Financial implications

8.2.7. 1	Conducting trainings for teaching personnel and professional associates from secondary schools for early recognition of signs of radicalization among young people	Leading institution MI Institutions involved: MES, BDE, secondary schools, LSGUs, COs	January - December 2024 January - December 2025	- A gender-sensitive methodology for conducting trainings is prepared Initial value: no End value: yes - No. of conducted trainings Initial value: 0 End value: 8 per year, one per each planning region - No. of teaching personnel and professional associates (f/m) trained in early recognition of signs of radicalization among young people Initial value: to be determined End value: to be determined	Type of resource: Expenses for developing a methodology and expenses for conducting trainings (human resources - trainers, travel expenses, locations) Amount of funds: MKD 800,000.00 Source of funds: RNM Budget, International donors
-------------	--	--	--	---	--

8.2.7. 2	Conducting workshops for parents on early recognition of signs of radicalization among young people	Leading institution MI Institutions involved: Secondary schools, COs	January - December 2025	- A gender-sensitive methodology for conducting workshops is prepared Initial value: no End value: yes - No. of conducted workshops Initial value: 0 End value: 16 per year, two per each planning region - No. of parents (f/m) trained for early recognition of signs of radicalization among young people Initial value: to be determined End value: to be determined	Type of resource: Expenses for developing a methodology and expenses for conducting workshops (human resources – trainers, travel expenses, locations) Amount of funds: MKD 320,000.00 Source of funds: RNM Budget, International donors
-------------	---	--	----------------------------	---	--

8.2.7. 3	Holding regular informative meetings with young people to inform them about the dangers of radicalization	Leading institution MI Institutions involved: LSGUs, Secondary schools, COs	January - December 2025	<p>- A gender-sensitive methodology for conducting informative meetings is prepared</p> <p>Initial value: 0</p> <p>End value: 1</p> <p>- No. of conducted informative meetings</p> <p>Initial value: 0</p> <p>End value: 16 per year, two per each planning region</p> <p>- No. of students (girls and boys) informed about the dangers of radicalization</p> <p>Initial value: to be determined</p> <p>End value: to be determined</p>	<p>Type of resource: Expenses for developing a methodology and expenses for conducting informative meetings (human resources - trainers, travel expenses, locations)</p> <p>Amount of funds: MKD 320,000.00</p> <p>Source of funds: RNM Budget, International donors</p>
-------------	---	---	-------------------------	---	---

8.2.7.4	Organizing a national conference on youth safety	Leading institution AYS Institutions involved: International organizations, COs	November - December 2023	No. of participants at the national conference who are informed about the latest trends related to youth safety Initial value: 0 End value: 50	Type of resource: Conference expenses (lecturers, work space, work materials, translation) Amount of funds: MKD 540,000.00 Source of funds: international donors
Special objective 8.3: Increased trust of young people in institutions and sensitized institutions working with young people that apply an inclusive and proactive approach and violent extremism and their full implementation					
Measure 8.3.1: Increasing the visibility of youth officers within institutions at the local and national level and standardizing a work program in terms of building social cohesion and preventing violence and discrimination among young people.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Financial implications

8.3.1. 1	Drafting gender-sensitive guidelines for youth officers to build social cohesion and prevent violence and discrimination among young people	Leading institution AYS Institutions involved: MI, COs	September – December 2024	- No. of consultative meetings held to draft guidelines for youth officers Initial value: 0 End value: 1 - Guidelines for youth officers (f/m) have been prepared and delivered Initial value: no End value: yes	Type of resource: Expenses for organizing consultative meetings for drafting guidelines Amount of funds: MKD 200,000.00 Source of funds: RNM Budget, International donors
Measure 8.3.2: Increasing awareness and improving the capacities of the municipalities for the inclusion of the youth council and youth organizations in the design and implementation of security measures at the local level.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Financial implications
8.3.2. 1	Preparing recommendations for including the topic of security in the local strategies for youth of the municipalities, in accordance with the NYS	Leading institution MI Institutions involved: AYS, LSGUs, local counsels for prevention	January – June 2024	- Gender-specific recommendations to municipalities for the topic of security have been prepared based on the conducted analysis Initial value: no End value: yes	Type of resource: Expenses for preparing recommendations (human resources) Amount of funds: MKD 200,000.00 Source of funds: RNM Budget

8.3.2. 2	Conducting joint workshops between the MI with the Local Youth Councils, as well as the Municipal Councils, for the design and implementation of security measures at the local level	Leading institution MI Institutions involved: AYS, Local Youth Councils, LSGUs, Local Prevention Councils	July – December 2024 July – December 2024	- No. of conducted joint workshops between the Local Youth Councils and the Municipal Councils Initial value: 0 End value: 8 per year, one per each planning region - No. of women and men participants at the joint workshops between the Local Youth Councils and the Municipal Councils Initial value: 0 End value: 160 per year - No. of implemented security measures as a result of the joint workshops of the Local Youth Councils and the Municipal Councils Initial value: 0 End value: 8 per year, one per each planning region	Type of resource: Expenses for conducting workshops and implemented agreed upon security measures Amount of funds: MKD 160,000.00 Source of funds: RNM Budget, International donors
-------------	---	--	--	---	---

Measure 8.3.5: Introducing mechanisms for institutional support for victims who report gender-based violence and sexual harassment among young women and girls.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Financial implications
8.3.5.1	Implementing trainings for police inspectors on how to handle cases of gender-based violence and sexual harassment	Leading institution MI	June – December 2024 January - December 2025	<p>- A methodology for training police inspectors is developed</p> <p>Initial value: to be determined</p> <p>End value: 1</p> <p>- No. of conducted trainings with inspectors</p> <p>Initial value: 0</p> <p>End value: 8 per year, one per each planning region</p> <p>- No. of police inspectors (f/m) trained to handle cases of gender-based violence and sexual harassment</p> <p>Initial value: 0</p> <p>End value: 80 per year, 10 per each planning region, at least 30% of which women</p>	<p>Type of resource: Expenses for preparing the methodology (human resources) and for implementing the trainings (travel expenses, locations, human resources)</p> <p>Amount of funds: MKD 1,600,000.00</p> <p>Source of funds: RNM Budget</p>
Special objective 8.4: Increased awareness and implementation of measures for reducing bullying, gender-based violence, cyber security and digital hygiene within educational institutions					

Measure 8.4.3: Raising awareness among young people, parents and educators about the forms and impacts of cyber bullying in order to create a shared approach to make young people resilient to cyber violence.

No.	Activities	Responsible institutions	Month and year of implementation	Indicators (short-term results)	Financial implications
8.4.3.1	Implementing training for teaching personnel and professional associates on the recognition and prevention of cyber bullying	<p>Leading institution BDE</p> <p>Institutions involved: MES, MI, Secondary schools, COs</p>	February 2024 - December 2025	<p>- A gender-sensitive methodology for the training of teaching personnel and professional associates is developed</p> <p>Initial value: to be determined</p> <p>End value: 1</p> <p>- No. of conducted trainings with teaching personnel and professional associates</p> <p>Initial value: 0</p> <p>End value: 8 per year, one per each planning region</p> <p>- No. of teaching personnel and professional associates (f/m) trained on the dangers of cyber bullying</p> <p>Initial value: 0 End value: to be determined</p>	<p>Type of resource: Expenses for preparing the methodology (human resources) and for implementing the trainings (travel expenses, locations, human resources)</p> <p>Amount of funds: MKD 320,000.00</p> <p>Source of funds: RNM Budget, International donors</p>

8.4.3. 2	Implementing training for the IT department on computer crime in the MI for cyber bullying	Leading institution MI	September – December 2024 September – December 2025	<p>- A gender-sensitive methodology for training the IT department on computer crime is developed</p> <p>Initial value: to be determined</p> <p>End value: 1</p> <p>- No. of conducted trainings with the IT department on computer crime</p> <p>Initial value: 0</p> <p>End value: 1</p> <p>- No. of employees from the IT department (f/m) for computer crime trained on cyber bullying</p> <p>Initial value: 0</p> <p>End value: to be determined</p>	<p>Type of resource: Expenses for preparing the methodology (human resources) and for implementing the trainings (travel expenses, locations, human resources)</p> <p>Amount of funds: MKD 100,000.00</p> <p>Source: RNM Budget, International donors</p>
-------------	--	-------------------------------	--	--	--

8.4.3. 3	Organizing workshops with young people from secondary schools on the dangers of cyber bullying and the harmful social media content and practices, with a focus on TikTok	Leading institution AYS Institutions involved: MI, MES, secondary schools, COs	September - December 2024 September - December 2025	- A gender-sensitive methodology for conducting workshops is developed Initial value: no End value: yes - No. of conducted workshops Initial value: 0 End value: to be determined - No. of students (f/m) informed on the dangers of cyber bullying and social media Initial value: 0 End value: to be determined	Type of resource: Expenses for developing a methodology and expenses for conducting the workshops (human resources – trainers, travel expenses, locations) Amount of funds: 320,000.00 Source of funds: RNM Budget, International donors
-------------	---	---	--	---	--

8.4.3.4	Organizing workshops with young people from secondary schools on personal data protection	Leading institution AYS Institutions involved: MI, MES, AEC, secondary schools, COs	September – December 2024 September – December 2025	- A gender-sensitive methodology for conducting workshops is prepared Initial value: 0 End value: 1 - No. of conducted workshops Initial value: 0 End value: to be determined - No. of students (f/m) informed on personal data protection Initial value: 0 End value: to be determined	Type of resource: Expenses for preparing the methodology and expenses for conducting the workshops (human resources – trainers, travel expenses, locations) Amount of funds: MKD 320,000.00 Source of funds: RNM Budget, International donors
Measure 8.4.7: Introducing mechanisms for preventing and sanctioning bullying in secondary schools.					
No.	Activities	Responsible institutions	Month and year of implementation	Indicators	Financial implications

8.4.7. 1	Implementing new educational and pedagogical measures to sanction bullying	Leading institution MES Institutions involved: BDE, secondary schools, COs	2025 (6 months after the adoption of the Law on Secondary Education)	- A new educational and pedagogical measure is adopted Initial value: no End value: yes	No financial implications
-------------	--	---	--	---	---------------------------