



Црвен крст на Република Северна Македонија
Kryqi i Kuq i Republikës së Maqedonisë së Veriut
Red Cross of the Republic of North Macedonia

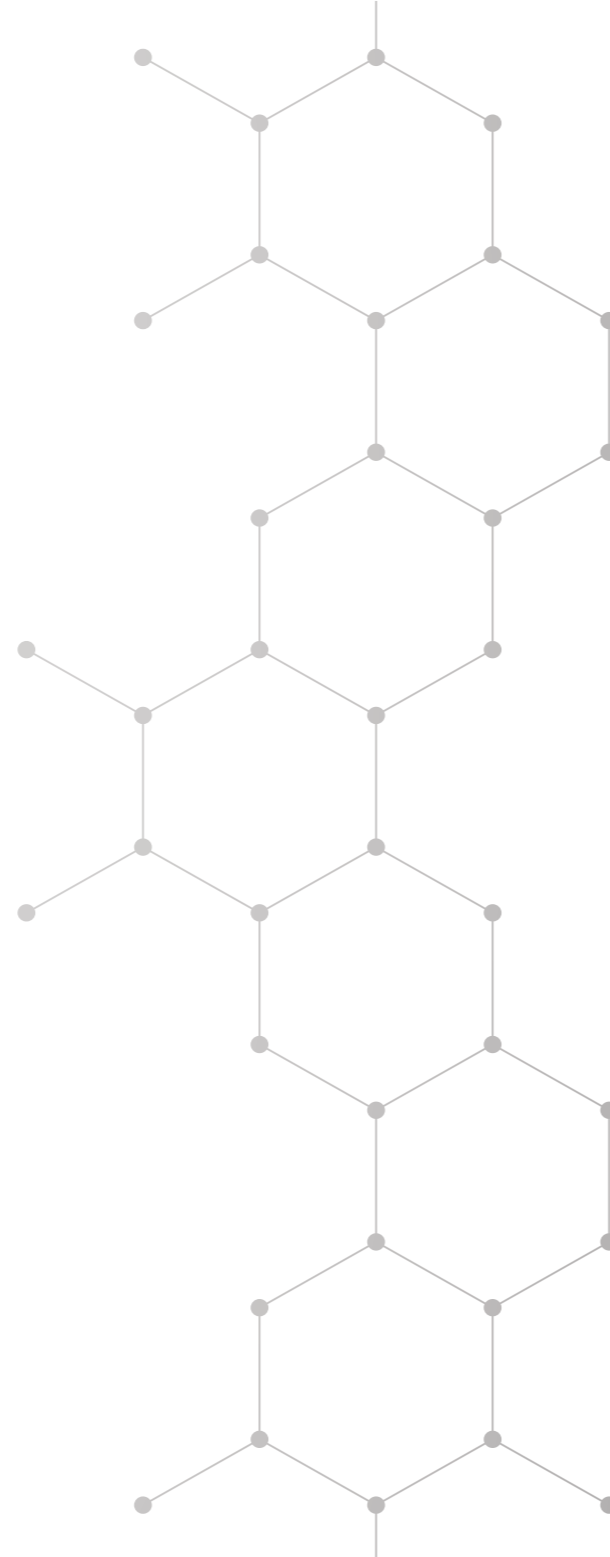
ПРОГРАМА ЗА РАБОТА
PROGRAMI PËR PUNË
ANNUAL PLAN OF ACTION

2021

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Abbreviations

- Red Cross of the Republic of North Macedonia - Red Cross of the RNM
- Republic of North Macedonia - RNM
- City Red Cross of Skopje - CRC Skopje
- First Aid - FA
- Psychological First Aid - PFA
- Psycho-Social Support - PSS
- International Humanitarian Law - IHL

INTRODUCTION

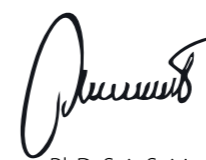
Our work is based on the principle of “people for people”. We are an organization of volunteers who help their fellow citizens in the communities where they live. Together we build a better society. Our vision is to provide a dignified life, peace, security, tolerance and well-being for all. Our basic principles are the human values and the fundamental principles of the International Red Cross and Red Crescent Movement. The challenges in today’s social environment are often unpredictable. But our principles are the same. To help people who are in an unfavorable situation. These are our commitments from the distant 1945 when our organization was formed. The Red Cross of RNM as an auxiliary to the institutions in the country, in accordance with its mission and mandate, through its services and humanitarian work gives a special contribution in dealing with various challenges to improve the well-being of citizens in the country. Undoubtedly, one of the key challenges this year will be dealing with the aftermath of the COVID-19 pandemic, and a significant portion of our resources will be focused on mitigating the consequences and providing support to various target categories to promote the well-being of people.

We continue to work in providing services to improve the social and health well-being of citizens. We will invest our resources and competencies and mobilize funds to deal with humanitarian challenges arising as a result of climate change and natural disasters that are unfortunately increasingly present. Our goal is to continue to be leaders in certain humanitarian areas such as promoting of first aid, support for persons with disabilities, assistance and home

care for elderly and persons with disabilities, medical transport for immobile or disabled persons, provision of first psychological assistance and psychosocial support, raising awareness on disaster preparedness and response, water safety and mountain rescue, and many other activities presented on the pages of our Annual Plan of Action 2021.

On that path, thanks to the professionalism, accountability and transparency in the work, we continuously enjoy the support of our partners, the components of the Red Cross and Red Crescent Movement, the European Union, international agencies, state institutions and the corporate sector, which allows us to have range of services for different target vulnerable categories in the country. The Annual Plan of Action for 2021 is our basic framework for the planned activities and the provided funds for the implementation of our programs and projects. The program is inclusive, and offers opportunities for cooperation and involvement of interested partners, organizations and persons interested in volunteering in the Red Cross, to engage in the planned activities, but also to initiate new activities and initiatives for covering various target groups in need for support and services from the Red Cross in the current year. Be part of our programs and initiatives in the hope that our modest contribution will mean a helping hand and a better tomorrow for people who find themselves in an unfavorable situation. Let’s do something small together that will mean a lot to someone.




Ph.D. Sait Saiti
Secretary General




Prof. Dr. Romel Velez
President



GLOBAL TRENDS AND THE HUMANITARIAN ENVIRONMENT

The world is facing great economic, social and health insecurity. The biggest challenges facing humanity today are poverty, inequality, hunger, human health and climate change. Of course, one of them, if not the biggest for many countries, remains dealing with the consequences of the Covid-19 virus pandemic. The COVID-19 induced recession is unique in many respects and is likely to be the deepest recession in advanced economies since World War II and the first drop in output in the new and emerging economies for at least the last six decades. As a result of the pandemic, globally, expectations are that, due to the severe disruption of domestic demand and supply, trade and finance, the economic activity of advanced economies will experience a decline compared to 2020. The crisis will have long-term consequences and lead to major global challenges. The COVID-19 pandemic quickly metastasized to almost every segment of society. It has caused one of the greatest crises in modern history, and the effects of the pandemic will profoundly affect the lives of billions of people around the world, shake the foundations of our solidarity models, and affect the work of the humanitarian sector.

And here are the other humanitarian issues inevitably. Crises caused by climate change, such as cold and heat waves. Floods and fires, seismic events, migration and the large influx of migrants, refugees and asylum seekers, poverty, human trafficking, homelessness and support for the socially disadvantaged population from the effects of the economic crisis. Diseases and common health challenges are more and more as a result of the new times. Humanitarian activities are certainly greatly influenced by the changes taking place in the social environment. Political

developments in many humanitarian donor countries will have an impact on foreign policy related to the provision of aid and its financing. Changes in global dynamics will certainly affect the way aid funding is designed and organized.

In the new social environment, governments are no longer seen as the sole actors responsible for providing or financing the public welfare activities, but new correlations promote new frameworks for cooperation between different sectors to better ensure an adequate response to the most difficult challenges in the area of development and the humanitarian sphere. Now more than ever, the absence of overall global development requires state and non-state actors to reconcile interests and opportunities by building ambitious coalitions that correspond to the scale of the challenges we want to address in the humanitarian environment. New alliances, increased engagement and the involvement of different stakeholders working together mean providing a variety of available funding structures, wider resources, new revenue streams and innovative ideas aimed at enabling social change that will deliver the desired impact in our communities.

In the current environment, the dynamics are not static, but fast moving. Other factors are likely to appear that will affect the overall situation in the social environment. The question arises, how we should prepare for the new reality, which is still unclear in many ways. How to balance the work of the humanitarian sector against the expected huge needs? How to use the current crisis as an opportunity to implement radical change, proactively reshape and reposition the aid sector to enable protection and address the priority needs of the most vulnerable and



marginalized people in society. The strategic choice that will be made by every actor in the humanitarian sector today, will significantly affect the appropriate positioning in the world tomorrow.

The Red Cross of the Republic of North Macedonia, as part of the humanitarian sector, as an auxiliary to the authorities and a positioned partner in the country and internationally will certainly give its contribution to providing a better life for more target groups. It remains, all of us together to transform, be more effective, to mobilize support, to do what we know best in the interest of our beneficiaries of our services.

OUR PARTNERS

The Red Cross and Red Crescent Movement in its over 160 years of operation around the world develops its work in partnership with communities and beneficiaries who need support and assistance. Maintaining trust and transparency in front of the target groups of beneficiaries and the public, authorities, media, donors and collaborators, is a basic prerequisite for building proactive approaches and continuity in efforts to improve the lives of vulnerable population. Partnership with institutions and organizations at local and national level will play a particularly important role in 2021. Regulating good practices of cooperation with national institutions in the country by signing agreements and memoranda of understanding at national and local level is a good precondition for cooperation and mutual respect. In 2021, special attention will be paid to the promotion of cooperation with civil society organizations that operate on the same or similar programs and at the same time respect the principles of the Red Cross and Red Crescent Movement.

Our long-standing partners within the Movement such as the International Federation of Red Cross and Red Crescent Societies and the International Committee of the Red Cross, the Austrian Red Cross, the Italian Red Cross, the Swiss Red Cross, the German Red Cross, and most national societies in the region are represented by material, technical and financial support, but also with the exchange of experiences and expertise that significantly contributes to the maintenance, development and innovation of our services. Cooperation with the corporate sector is crucial in our organization. Building a corporate strategy for our organization will be crucial in the coming period. It will be the link between our mission and our cooperation with the corporate sector and will contribute to improving our business performance.



ADAPTATION OF THE WORK OF THE NATIONAL SOCIETY TO THE SITUATION DUE TO COVID – 19 PANDEMIC

With the spread of the Covid-19 pandemic worldwide, the national society has developed a new concept of responding to the needs of the affected population as well as preparing to adapt to possible scenarios already occurring in other countries. After the appearance of the first cases and identified clusters of infected people in our country and following the development of the whole situation, the long-term forecasts of the competent authorities and having in mind the adopted measures and recommendations of the Government of RNM for protection against COVID-19, the Red Cross of RNM has adapted its work and made a new prioritization of its activities.

The activities in 2021 will be realized through appropriate forms and ways to reduce direct contact with beneficiaries and partners, which is certainly a challenge, given that our usual methods of work are through constant physical presence in communities and direct communication with target groups. Communication and contacts will be adapted and implemented through the application of information technologies and virtual platforms, with the exception of the most urgent cases that need necessary assistance. Given the announcements related to COVID-19, the national society has adapted the current programs and planned activities in 2021 in accordance with the

security measures, in order to ensure efficient delivery of services and activities for the beneficiaries.

The development of program activities for psycho-social support for beneficiaries, volunteers and employees will be among the priority program activities that are imposed in the new situation. The first aid training courses for the candidates for drivers and representatives of the companies, the modules for conducting preventive education and certain services, will be redesigned so that they can be implemented through online platforms. The daily work, meetings of the advisory bodies and departments in the organization will be conducted in accordance with the adopted measures, in order to reduce the risk of exposure and transmission of the Corona virus between the volunteers and the staff. By rationally operating, making available all its resources and maintaining the quality of the services provided, the national society will work to fulfill its mandate and responsibilities in accordance with the legal regulations in the country and the acts of the Red Cross and Red Crescent Movement.

THE ROLE OF THE NATIONAL SOCIETY INTERNATIONALLY AND NATIONALLY

The Red Cross of RNM with its recognized identity and entrusted role of assisting the authorities in the implementation of the activities builds operational alliances with the relevant line ministries and agencies on national level, as well as with the local self-governments on local level. The exchange of experiences, knowledge and resources with national and local stakeholders contributes to strengthening the capacities of the organization and providing appropriate action in accordance with the needs of service beneficiaries.

In its efforts to improve the lives of vulnerable people and mobilize aid for people in need of humanitarian assistance, The Red Cross of RNM is developing strategic partnerships with Red Cross and Red Crescent International Movement components and international organizations. Partnerships with other components of the Red Cross and Red Crescent Movement will continue to be formalized through bilateral short-term and long-term cooperation agreements in times of crisis, but also in times of peace, which is an opportunity to learn and exchange experiences, initiating regional initiatives for program capacity building or for bilateral or multilateral support for the establishment of certain services or projects in accordance with the programs of the national society.

In 2021, joint initiatives will be implemented through program and project activities with our partners such as the International Federation of Red Cross and Red Crescent Societies and the International Committee of the Red Cross, national societies of the Red Cross and Red Crescent, United Nations agencies, European Union and other international organizations. The Red Cross of RNM as a member of the regional network „Neighbors help first“, will continue to be an active partner in the region with other national societies where it will make its material and human resources available in case of emergency.

In 2021, special emphasis will be placed on promoting bilateral cooperation of the Red Cross branches at local level with Red Cross organizations from other national societies in order to enable capacity building, exchange of experiences, professional assistance and opening opportunities for access to new resources. The programmes and projects that will be implemented with international support in 2021 are an integral part of the program activities presented in this document.



PROCESS OF PLANNING IN THE RED CROSS OF RNM

Strategy 2030 of the Red Cross of RNM. In 2020, the Red Cross of RNM adopted the draft National Society Strategy 2030 based on the strategic framework of the International Federation and the detected development needs of the organization for the next ten years. The new Strategy is in line with our humanitarian principles and values, based on the long and unique history of the Movement, with a commitment to always meet the priority needs of vulnerable target groups, dedicated, independent, impartial and through neutral action. The strategy sets out guidelines for action in the next decade when many changes are expected in the way we live and in the types of crises and vulnerabilities we are likely to face. Strategy 2030 should also provide us with a new concept of leadership and decision-making at local level - where local communities will be at the center of our change. The new Strategy should enable us to reach marginalized and isolated communities where others cannot. We need to do this through enhanced trust, in a transparent and accountable manner to communities, partners, authorities, and donors.

Planning as part of the management process. The planning process is an essential element in the work of an organization. Planning is the essence of good management and accountability. Planning in the Red Cross organization is a process of determining the selection of activities and allocating funds to prioritize the steps we will take in 2021 in order to address the challenges and development needs of the national society to provide the necessary services for our beneficiaries. The planning in the organization in 2021 is done through regular coordination meetings of the Secretary General with the managers and responsible persons in the organization in order to ensure timely coordination, and implementation of the planned program activities and harmonization

with the current situation and needs in the country. Within these activities, at least two coordination planning meetings are planned with the management and governing structure of the national society in order to ensure continuity in the work and consultation and integration of the needs of the Red Cross branches / CRC Skopje for functional action in the local communities.

Planning as a tool for capacity building. Considering that planning is an essential element in the work on which the success of our organization largely depends, in 2021 we will work continuously on capacity building of the staff at national and local level in relation to improvement of planning competencies, with an emphasis on selecting priority activities in the Red Cross branches / CRC Skopje which mean development and mobilization of resources for the needs of the integral parts of the national society. These focused trainings will aim to monitor the compliance of the annual plan of action with the strategic goals of the organization and the specific needs of the Red Cross branches / CRC Skopje.

Operational planning. The annual plan of action as part of our planning is the basis for operationalizing our operational plan which aims to transform our strategic goals into practical results on an annual basis. The operational plan for 2021 is composed of our programs and projects presented in the form of individual activities that we implement in the current year on a national and local basis. The operational plan is prepared based on the annual plan of action, and it structures and presents the activities with indicators, expected results and time frame for their implementation.

ORGANIZATIONAL DEVELOPMENT

Given the effects of the crisis faced by society as a consequence of the corona virus in 2020, the set development challenges in 2021 for the Red Cross in many fields to great extent depend on the current situation. A National Society that is ready to respond in a timely and quality manner to the humanitarian challenges of the vulnerable population, while enjoying the trust of its partners and target groups, is the main goal of our operation in the upcoming period. In order to fulfill this commitment, it is necessary to keep pace with the development of the environment, to take into account the impact of digital technology, and to timely identify opportunities for partnerships and mobilization of funds.

Main objective: Improved capacities of the organization for delivery of sustainable relevant services, adapted to the environment, through a network of Red Cross branches organizations and volunteer initiatives, for vulnerable categories of the population.

Target groups: Red Cross staff and volunteers.

Assessment of the work of the Red Cross branches and CRC Skopje. In order to get a realistic picture of the situation with human resources, identify challenges and priorities for improving the work and defining strategic commitments at the local level, it will be essential to conduct a process of assessment and analysis of the work of Red Cross branches and the CRC Skopje. The process will be implemented in the first half of 2021 and will be the basis for capacity building and the overall operation of the national society.

Local development plans. After conducting the assessment of the development needs of the Red Cross branches and CRC Skopje, in 2021 emphasis will be placed on the implementation of local

development plans with emphasis on the priorities identified at the local level. Upgrading the capacity to mobilize funds and develop effective partnerships with local and regional institutions and organizations will be a priority for Head Office support to all local branches. In a coordinated and joint approach with local stakeholders, the Red Cross branches will develop plans that will direct local operations to grow into an influential or leading actor in humanitarian activities.

An effective network for coordinated response to the needs of vulnerable population. In accordance with the principle of Unity, the Red Cross of RNM operates on the entire territory of the Republic of North Macedonia and provides guidance and support in the implementation of program activities for the Red Cross branches and the CRC Skopje. Regional and national meetings will be initiated at which the governing and management structures will be able to share experiences, initiate joint activities and develop national policies.

Development Fund of the Red Cross of RNM. Within the established system for support of the Red Cross branches and the CRC Skopje through the Fund, in 2021 support will be provided to 7 development projects initiated by the Red Cross branches and the CRC Skopje. The projects supported by the fund aim to contribute to the upgrading of local capacities, development of forms of action, initiatives and services for vulnerable target groups.



Expected results

- Conducted assessment and analysis of the work of the Red Cross branches and the CRC Skopje.
- Developed strategic development framework for the upcoming five-year period.
- Improved cooperation with relevant institutions at local and national level and implemented projects for local development of organizations.

NORMATIVE FRAMEWORK

The Red Cross of RNM in its work pays special attention to the regulation of internal processes, issues and functioning through internal acts, prepared and adopted by the advisory bodies based on the Law and the Statutes of the Red Cross of RNM. Following the continuity, the Red Cross of RNM strives for an active role in proposing initiatives to amend national legislation in areas closely related to the work of the organization, adopt new acts and revise existing ones, as well as successfully monitoring and implementation.

Main objective: Continuous capacity building process and implementation of the internal normative framework.

Target groups: Governing and management structure of the national society, staff and state authorities.

Cooperation with the state authorities. Active participation in dialogue with the authorities and joint work on initiatives for amendments to positive legal regulations in the field of strengthening and improving the position of the Red Cross.

Exchange of good practices. During the year, activities will be carried out for preparation, research, and review of comparative documents of other national societies on how to regulate a specific issue for comparative analysis,

establishing contacts and cooperation with state bodies and preparing the best solution as a proposal and initiative to legislative authorities.

Enrichment of the internal normative framework and continuous revision of internal acts. New regulations and amendments in the national legislation and policy documents of the International Red Cross and Red Crescent Movement will be regularly monitored in areas related to the work of the Red Cross and they will be incorporated in the work of the national society. Other activities in this area will be in the form of participation of the staff and auxiliary bodies in initiatives and proposals related to the normative aspects of the work of the national society, and establishment of specialized working groups with members with appropriate knowledge and preparation for the specific issues that need to be adjusted in the regulations of the national society.

Implementation of an internal normative framework. Organizing trainings, working and consultative meetings to introduce the secretaries and staff at all levels of the organizational setup with the amendments to the internal acts as well as providing regular support to the Red Cross and CRC Skopje, and the staff at the central office of the Red Cross of RNM for proper implementation and preparation of acts, decisions, conclusions, decisions, agreements, etc.



MANAGEMENT OF VOLUNTEERS AND MEMBERS

Volunteering is an important aspect that affects the ability of the society to deal with different types of social challenges and security threats and disasters. That is why we are constantly trying to inspire people about the values of volunteering and engagement in the Red Cross. Volunteering is the basis for community development. Volunteering and the spirit of volunteerism have been at the heart of the Red Cross of RNM for over 75 years. The world in which we operate is rapidly transforming and changing, which means that the Red Cross must be constantly transformed and adapted to social change. If we want our network to remain a „Movement“, then we must transform to be able to constantly mobilize thousands of volunteers and members in the country to realize our mission. We will work on providing an adequate number of volunteers and members for the implementation of national society programs, providing them with appropriate training, supervision and regular evaluation, as well as acknowledging their contribution, insurance, providing appropriate equipment and psycho-social support; and providing organizational support for the establishment of local structures relevant to the tasks to be carried out by volunteers.

Main objective: Enhanced organizational capacities of the national society through inspired volunteers and members as a precondition for providing support to target groups in the local communities..

Target groups: Volunteers and staff, members, interested citizens.

Motivation of volunteers. In the year ahead, through the Red Cross branches and the CRC Skopje, we will work on promotion of volunteering in the organization by developing new, more flexible, open

and complementary approaches that will enable us to create a more efficient network of humanitarian workers working for the common good in our local communities. We will work to expand the inclusiveness and diversity of our volunteers and enhance our volunteer management approaches, providing a participatory work model and effective support for our volunteers and acknowledging the commitment and work of volunteers. We will strive to reduce the barriers to volunteering that currently affect certain individuals in society and enable greater volunteerism for the elderly, intergenerational cooperation and inclusion of people with disabilities, and other marginalized people who may not have had an opportunity to join the Red Cross earlier. We will work on adopting appropriate policies and programs for management of volunteers and members and systems that are disseminated, accepted by the leadership and management of the organization and the volunteers and members.

“Team North Macedonia” During the year the key activity will be the development of the concept of the Red Cross of RNM „Team North Macedonia“ by training teams of volunteers in the Red Cross branches who will be prepared and engaged during various humanitarian operations in the country. The primary goal is to train at least 50 volunteers from each Red Cross branch. During the year we will work on training volunteers and promoting the concept at national and local level and providing resources for the functioning of the Team North Macedonia.

Volunteer management and orientation trainings. Special emphasis will be placed on organizing volunteer management training for responsables for promoting volunteering at local level. Also during the year, training for orienteers



will be organized and the work of the orienteers in the Red Cross, who have an important task in promoting volunteering and membership in the organization at the local level will be closely monitored and supported. The trainings (according to the security situation - online) are planned to cover 34 people from the Red Cross branches / CRC Skopje responsible for volunteer management and 50 orienteers.

Volunteering and membership software application. Keeping pace with the development of digital technology, the organization during the year, will adapt the software for recruiting, monitoring the work and retaining volunteers in order to provide current information about the volunteering process in the organization. This information will provide indicators of the necessary activities that the national society will have to undertake in order to promote the volunteer management activities in various national society programmes.

International Volunteer Day December 5th. On the occasion of marking the International Volunteer Day, an event will be organized on the national level on December 5th for awarding recognitions to individuals and forms for organizing volunteer work who have achieved the best results during the past year. The national society will coordinate the activities of the Red Cross branches and the CRC Skopje for marking the event. The event will be organized as the situation will allow in accordance with the development of the situation with COVID-19 nationally.

Membership of the Red Cross of RNM. One of the basic commitments continues to be to undertaking activities to recruit new membership in the organization at local level as one of the most important preconditions for providing public support for the activities of the organization.

The activities in this regard will be undertaken in cooperation with the Red Cross branches in order to ensure the continuous commitment of the overall organization to increase the number of members in accordance with the methodology for the required number of members in Red Cross branches, which would ensure the optimal number of members for the functioning of the organization. Special attention will be paid to providing the required number of minimum number of members (14,000, according to the individual number of members for each Red Cross branch determined in the Methodology for the required number of members in the Red Cross branches) in the branches by incorporating membership recruitment activities and ensuring the required number of members.

During the year, activities will be initiated to incorporate good practices from other national societies to increase the number of members, especially in terms of experiences related to animating active and passive members and membership fees. The experiences of the Austrian Red Cross will be used to mobilize members from different segments of society by paying an annual membership fee and providing certain benefits to members, through opportunities to provide free specialized training and other opportunities to improve membership competencies. Special emphasis will be placed on promoting the membership model through contributions of the staff of the organization at local and national level. In this way it is expected the national society to raise additional funds that will be invested in mobilizing new volunteers and developing new services for the citizens of RNM. The experience of the Austrian Red Cross will be used for the introduction of the new model, through the preparation of a normative framework and targeted activities for the introduction of innovations in the part of managing members in the organization.

Expected results

- Increased number of volunteers trained to meet the priority needs of vulnerable populations.
- Increased interest for membership in the organization for providing public support for the activities of the Red Cross.
- Upgraded database of volunteers and members of the organization.
- Upgraded capacities of volunteers and members of the organization by providing appropriate training for the implementation of Red Cross activities.
- Functionality of Team North Macedonia.



During 2021, the Red Cross Youth will reaffirm their role as drivers of the activities of the national society, initiators of new ideas and leaders in the communities where they operate. With their proactive approach and readiness to face new challenges, they will be an important part of national society in justifying the acquired epithet „strong“ national society ready to respond to the humanitarian challenges of the local population.

Main objective: Strengthened youth structure in the organization for effective fulfillment of the activities of the national society.

Target groups: Young volunteers of the Red Cross.

Strengthening the system of action through Red Cross school clubs in primary schools. During the summer period, the action of the school clubs initiated in 105 school clubs in 2020 will be evaluated. On basis of the obtained results, directions will be provided and preparations will be made for comprehensive action in all primary schools, which will directly affect the range of activities as well as the number of target groups covered by the Red Cross programmes in the Republic of North Macedonia.

Academy for Young Red Cross volunteers. During the winter, the „Academy for Young Volunteers“ or thorough training for volunteers is planned, which will significantly affect the development of programme activities for young people in the Red Cross branches. In 2021, an academy for training of mentors for youth clubs is planned, which would train people who will support the development

Expected results

- Increased number of young volunteers in the organization.
- Increased number of beneficiaries covered with youth activities of the national society.

of clubs, taking into account the consequences of the crisis with the corona virus and the adaptation of the way of organizing the work. The introduction of this approach will increase the number of young people who have the skills to educate their peers and will significantly reduce the cost of implementing the Red Cross of RNM programmes.

Campaign for promotion of the activities of the youth in the Red Cross. In frames of the marking of Youth Week October 01-07, a campaign will be organized to promote the activities of young people in order to attract volunteers and potential collaborators. The campaign will include public events organized by youth clubs, uniform promotional publications, guidelines for promotion through social networks, etc.

Organizing summer camp to strengthen the capacities of leaders, deputy leaders and representatives in the Youth Council. In the summer, thematic summer camp will be traditionally organized for the newly elected leaders in the youth clubs to acquire specialized knowledge and skills for organizing and leading the work of the youth in their clubs, holding meetings, creating activities, effective transfer of information, better acquaintance with the structure and activities of the national society, submission of initiatives at local and national level, creation of annual plans and reports, acquaintance with relevant documents that regulate the work of young people within the Movement, national society and in the country and others things that are of great importance for the work of youth clubs.

PROJECT OPERATION AND MOBILIZATION OF FUNDS FROM THE CORPORATE SECTOR

The Red Cross of RNM during 2021 will direct its resources to the preparation, i.e. development of an appropriate model for mobilization of funds by means of preparation of a strategy in order to ensure more funds for implementation of programmes. This process will be preceded by an analysis of the work of the national society which will be the basis for the preparation of the new strategic approach. The target for cooperation will be the corporate sector and other available sources of donor funding. The program activities will continue to be realized through projects, so for that purpose we will work on improving the internal system at all levels of the organization, especially in the area of planning and preparation of project initiatives. EU funds remain this year one of the possible sources for financial support through proper planning, analysis and ensuring the sustainable development.

Project work, i.e. the organization's ability to develop project proposals, procedures for their implementation, human resources, planning and implementation as well as the practice of monitoring and evaluation at the project level is a category that the national society will continue to develop. The development of project proposals, and the implementation of the project cycle, project

planning tools and project implementation procedures will be subject to development in order to adequately respond to donor requests and application forms. Therefore, there is a need for further strengthening the capacities of the Red Cross branches and CRC Skopje.

The Red Cross in the country is recognized as a serious partner of institutions and companies that jointly invest in improving the lives of the population, which was evident during the response to the pandemic crisis - COVID-19. To this end, through appropriate initiatives, efforts will continue to be made to encourage the social responsibility of companies to provide effective support and advocacy for the interests of vulnerable populations.

Main objective: Establishment of services targeted for the population through the introduction of innovative models for mobilization of funds from donors and the corporate sector.

Target groups: Red Cross branches / CRC Skopje, donors and companies.

Strategy building through innovative forms of fundraising. The strategy for mobilization of funds of the national society will help in the reorganization adapted to the new conditions and trends in the environment, especially in the business sector. Development opportunity indicators will be analyzed and strategy for mobilization of funds will be developed by developing innovative business models and service plans applicable to the Red Cross of RNM.



Establishing partnerships with organizations, institutions, corporate sector. Encouraging strategic implementation partnerships for socially beneficial social programs and the development of social entrepreneurship is of particular importance for the national society. In 2021, we will work on the promotion of human values before the corporate sector in order to establish partnership cooperation for implementation of specific joint activities to improve the quality of life of the population in the communities. The implementation of certain initiatives aimed at greater protection and impact in order to improve people's lives will be presented at a donor meeting in form of a catalogue of services of the national society offered to various target groups through appropriate activities of the Red Cross branches and CRC Skopje. The project initiative will be presented to the business sector in order to finance and finalize it.

EU calls and calls for other funds. During the year, the national society will organize specialized trainings and mentoring support for the preparation of specific projects within the Erasmus + Program, Cross-Border Cooperation Programs (MK with all 5 neighboring countries), EaSI (Employment and Social Innovation), IPA 2 Programs (Civil Society facility and others) as well as

for specific grant programs of present international donors through their diplomatic missions. Seminars will also be organized by regions (or for groups of 4-6 branches) that would work on up to 4 projects during the training, and then provide mentoring support until the completion of the proposed projects after the training. For those branches that will need support for the finalization of project proposals after the offered mentoring support, an advanced training will be organized focused on completing project documentation for a specific grant competition (writing, budgeting, preparation of attachments). Trainings will also be organized for Red Cross branches and CRC Skopje in order to provide „alternative“ forms of financing from the corporate sector, donations, crowd funding campaigns, fundraising activities through humanitarian events and activities of social enterprises, etc.

Expected results

- Raised funds for realization of national society activities through EU funds, corporate sector and other available funds.
- Provided service sustainability by developing business models for available services.





PROJECT ACTIVITIES IN 2021

2020 was a significant year for our society in terms of mobilizing funds for the response to the pandemic, but also for projects that have been approved and received funds for their implementation. Of great importance for us and the Red Cross branches / CRC Skopje are the projects of the Austrian Development Agency in cooperation with the Austrian Red Cross, then the EU funds - EaSI and the EU regional project to improve the lives of the elderly. Also, 8 Red Cross branches and CRC Skopje in 2021 together with their branches will be supported by the World Bank to improve services for home care of older and frail people.

The project activities will be implemented in close cooperation with the Red Cross branches and CRC Skopje. Namely, the introduction of the service button for emergency home care for older people will be implemented with CRC Skopje, while in Strumica a regional training center will be opened for training of caregivers for home care for elderly and people with disabilities. Visibility

studies for opening social medical centers for care and elderly in Skopje and Dojran will be implemented for further development of the capacities of the Red Cross of RNM in order to protect the elderly. By introducing these services the Red Cross of RNM will focus its efforts on developing entrepreneurship and ensuring self-sustainability. The introduction of entrepreneurship through business planning is part of a project initiative in which the Red Cross of RNM is involved together with other societies in the region and under the mentorship of the Austrian Red Cross.

The Red Cross branches and CRC Skopje will work on introducing innovative responses to the needs of the population and will use all possible funding resources at both local and central level. The response to the pandemic will remain a challenge, and especially the part of recovery from the consequences caused by the pandemic, so through analyzes for the needs of the population we will work on responding to the needs of the population and will seek resources for their implementation.



SOCIAL WELFARE PROGRAMMES

Following the current situation in the society and depending on the needs of the vulnerable target groups, The Red Cross of RNM within the social-humanitarian programmes defines its directions of action, in order to improve the services and methods of work. In order to realize the social-humanitarian activities, the Red Cross, apart from the government institutions, during the year will cooperate with the civil sector, as well as with the corporate sector in the country. In the implementation of the programme and project activities, participatory approach will be applied with direct active involvement of the vulnerable target groups of population in order to contribute to a wide range of possible answers to the identified challenges in the communities.

Main objective: Contribution for reducing poverty and social exclusion of vulnerable target groups.

Target groups: Older citizens, persons with disabilities, families at social risk, vulnerable communities, young population, as well as the general population.

Training centers for adults for personal assistance to persons with disabilities. The Red Cross of RNM is a certified organization for the implementation of the training program for personal assistance to persons with disabilities. They are organized through the Red Cross of the city of Skopje and the Red Cross branches of Bitola, Struga, Strumica, Gostivar, Negotino, Veles and Kumanovo. During 2021, this program will be expanded to new Red Cross branches where there are conditions and capacities for verification of the organization for its implementation. During the year, a minimum of 10 trainings will be organized which will educate over 150 personal assistants who will be able to be engaged in delivery of the service for people with disabilities. The trainings will be supported by project work, and will be offered to citizens who are interested in obtaining a certificate for professional engagement.

Educational centers for adults for caregivers for support and care to elderly and people with disabilities. The Red Cross of RNM is an organization that implements a verified training program for caregivers to help and care for the elderly and people with disabilities organized through the CRC Skopje and the Red Cross branches of Strumica, Bitola, Kavadarci, Prilep, Ohrid, Gostivar, Struga, Negotino, Veles, Kichevo and Kriva Palanka. With this certified training, people acquire knowledge, skills and competencies for providing basic health and social services at home to people who due to age, chronic diseases, and other reasons are in a state of exhaustion and inability to take care of themselves. Services are of different nature and form and replace institutional care and other forms of organized care. During the year, a minimum of 12 trainings will be organized to educate over 200 caregivers. The trainings will be supported by project work, and will be offered to citizens who are interested in obtaining a certificate for professional engagement.

Regional Center for Adult Education. With the support of the Austrian Red Cross and the Austrian Development Agency during 2021, a regional educational center for training of adult citizens for care and assistance to elderly and people with disabilities will be opened, which will function through the Red Cross branch of Strumica. 4 trainings will be organized which will cover 60 candidates - long-term unemployed people at social risk from the municipalities of Strumica, Valandovo, Gevgelija and Radovish. An additional workshop for prevention of COVID-19 will be organized for the educated persons. During the year, a training for education of educators will be organized, who will implement the verified program for care and assistance to elderly and persons with disabilities.

Home care services for elderly and people with disabilities. One of the strategic goals of the organization is to develop home care services for delivery of social and health support to elderly and people with disabilities. A positive example of the functioning of such a service is the Care Center which operates through the CRC Skopje and through which trained caregivers are hired to deliver services for the elderly and frail people in Skopje. Services for assistance and care to elderly and people with disabilities will be delivered through the Red Cross branches of Strumica, Bitola, Kavadarci, Prilep, Ohrid, Gostivar, Struga, Negotino, Veles, Kichevo, Kriva Palanka, Valandovo, Demir Hisar, Radovish, Kochani and Gevgelija. The services will be financially supported by the Ministry of Labor and Social Policy through the centers for social work, and will be offered to interested citizens.

Support services for people with disabilities. For the fourth year in a row, the Red Cross of RNM is a provider of the personal assistance service for people with disabilities. The most commonly used services are services in the community, at home, at workplace and in the higher education system. This contributes to greater socialization and inclusion of people in the community through various activities - individual and joint. Services for people with disabilities will be provided by personal assistants. They are organized through the CRC Skopje and the Red Cross branches of Bitola, Struga, Strumica, Gostivar, Negotino, Veles and Kumanovo. The services are financially supported by the Ministry of Labor and Social Work through the centers for social work, and will be offered to interested citizens for this service.

Improving the socialization of children and youth with disabilities is a continuous project activity that is implemented in cooperation with the Institute for Social Work and with the support of donors and partners from the corporate sector, through the Red Cross of Skopje and the Red Cross branches of Veles, Prilep, Kavadarci, Delchevo, Debar, Kichevo and Gostivar. Activities for socialization of over 320 children and young people with disabilities from day care centers will be organized, which will include young Red Cross volunteers from 8 municipalities. The project activities also provide psycho-social support to children in foster families in Skopje, Veles and Prilep.

Strategic operational plan for healthy and active aging. The Red Cross of RNM will develop a strategic operational plan for active and healthy aging, which will lay the foundation for long-term action to contribute to a dignified and better life for the older generation. As part of the International Federation for Healthy and Active Aging Advisory Group, a contribution will be made to the creation of policies to promote activities to support the elderly.

Day care centers and clubs for the elderly are an organized form of active and healthy aging, which with the support of local government institutions and the corporate sector will be promoted and developed in the national society. The four day care centers for the elderly that function through Red Cross branches and the CRC Skopje and the Red Cross Branch of Gazi Baba, as well as the four clubs for the elderly managed through the Red Cross branches of Kriva Palanka, Negotino, Prilep and Veles are positive examples of senior citizens to be actively involved in various spheres of social action. During the year, two more new day care centers for the elderly will be opened through the Red Cross branches of Shtip and Kriva Palanka.

Regional support for the elderly and people with disabilities. For a period of three years, the Red Cross of RNM will be involved in the implementation of a Regional Project funded by the European Union to support the elderly and people with disabilities in order to build resistance to the epidemic COVID - 19. The activities will be implemented in Serbia, Albania, Montenegro, Bosnia and Herzegovina and Macedonia. The Serbian Red Cross is the coordinator of the project activities and it will be supported by the Austrian Red Cross. The capacity of the Red Cross national societies and partner civil society organizations in the five countries will be enhanced through activities, training and exchange of experiences and knowledge to provide ongoing, long-term and other forms of psycho-social support for the elderly and people with disabilities.

International Day of older persons and Week for care for older people During the year the activities for support of the elderly will be more emphasized in the activities for marking the International Day of Older Persons and the Week of care for the elderly. The aim is to raise the awareness of the population for the realization of the rights of the elderly, as well as the necessary care and support of the elderly. Educational activities will be organized on topics of interest to the elderly, recreational and creative activities, as well as activities to support senior citizens in the communities that will involve more than 4,000 active third-age people.

Policy for protection and provision of humanitarian aid to refugees, migrants, internally displaced persons, returnees and asylum seekers. In order to establish a system for answering migration questions, in 2021 a policy will be developed to protect and provide humanitarian assistance to refugees, migrants, internally displaced persons, returnees and asylum seekers. The policy will include guidelines for focusing on the needs and vulnerability of migrants, information on migrant rights, assistance, protection and humanitarian advocacy for migrants, refugees, internally displaced persons, returnees and asylum seekers, building partnerships to support migrants, support upon return, responding to resettlement needs and other migration-related issues.



Development of social entrepreneurship. The Red Cross of RNM, in order to promote social entrepreneurship, during the year with the support of funds, will implement initiatives to organize joint learning by strengthening the capacity of volunteers and employees of Red Cross branches and providing support in the management of social enterprises. The positive practices of the national society will be the basis for the development of social enterprises, such as the Center „Solferino“ in Struga, the Project „Button“, the Care Center for the elderly and frail, sugar repackaging for cafeterias.

Prevention of trafficking in human beings. Preventive activities will be implemented aimed at raising the awareness of the young population to recognize the ways in which young people can be involved in human trafficking and their self-protection. The Red Cross will be actively involved in marking the European Day and Anti-Trafficking Week, which are coordinated by the National Commission for Combating Trafficking in Human Beings and Illegal Migration of RNM. The preventive lessons will cover over 2,000 students from primary and secondary schools.

Supporting families at social risk. In order to increase the capacity of the national society to respond to the challenges of meeting certain basic needs of

vulnerable target groups in the communities, during the year 2 national humanitarian actions will be organized in frames of the marking of the Week of Combating Hunger. Actions for aid in food, clothing, and hygiene items will be supported by citizens, organizations, institutions, as well as the business community.

Point for homeless people. The homeless center that operates through the Red Cross of the city of Skopje will continue to provide assistance and support to 100 homeless people. They will use the services of maintaining personal hygiene, regularly receiving clothes, food and other material goods. A team of doctors, psychologists and social workers will work with them and according to their needs, it will be possible to reduce their vulnerability and improve their health. During the extremely low temperatures, accommodation will be provided in the Temporary Shelter which has a capacity to accommodate 32 people at the same time, and Red Cross mobile teams will be available 24/7 to provide assistance and transportation for all homeless people reported from the field. Also, the homeless shelters in Strumica, Bitola and Struga will continue to provide adequate support during 2021.



Expected results

- Social services have been developed and quality services have been delivered to help the elderly and people with disabilities.
- Increased capacity of vulnerable target groups of the population for better social integration in the community.
- The partnership contribution in improving the life of the vulnerable population in the communities is strengthened.

HEALTH PREVENTIVE PROGRAMMES

The Red Cross of RNM's health prevention programme aims to improve health and reduce disease and mortality in the general population. The creation of health activities the Red Cross of RNM is guided by the specific health needs of individuals and communities at local level with priority given to vulnerable groups. Through the implementation of health - preventive activities we provide advocacy and support for humanitarian activities aimed at combating intolerance, stigma and discrimination of the population. Through its activities, the Red Cross will contribute to improving the country's preparedness to respond quickly and efficiently to all health challenges in peacetime and in times of crisis and disaster.

Main objective: Improving the health-preventive capacities and building safe and healthy communities through the establishment of health services and centers of sustainable character.

Target groups: Old and frail, vulnerable population, young children, marginalized groups of the population (persons injecting drugs, HIV / AIDS) with special emphasis on families who lost a loved ones due to COVID-19.

Establishment of a service for medical transport The Red Cross of RNM aims to establish an ambulance service that will provide easier and faster access for immobile or disabled persons with a special emphasis on the elderly and frail people that undergone surgeries in medical facilities at scheduled time for appointments, control examinations, rehabilitation, clinical testing and other medical services. This service will be part of the service for home care of the elderly, which will enable integrated protection through services intended for this population.

Maintaining a low prevalence of HIV - a project for harm reduction from drugs. The Red Cross of RNM continuously works to protect the health of marginalized groups of the population with a special focus on people who inject drugs for harm reduction from using drugs and HIV / AIDS prevention as well as improving the health, social and economic status of beneficiaries.

Establishment of a Center for First Psychological Assistance (PFA) and Psychosocial Support (PSS). In recent years, The Red Cross of RNM has worked intensively to strengthen the capacity of the national society in the field of promoting the mental health of staff, volunteers and the general population. For the coming year the Red Cross of RNM will work on the establishment of a Center for PFA and PSS. The main goal of this Center will

be to provide PFA and PSS in conditions of disasters, services for other stakeholders in crisis management and open type counseling. The establishment of the Center for PFA and PSS will initially give special emphasis on providing psychosocial support and mitigation of the consequences on the population from COVID -19, as well as providing PFA and PSS to key state institutions that are actively involved in the response to Covid-19 pandemic.

Continuous health promotion and prevention of the health of the population from infectious diseases, with special emphasis on COVID-19. The Red Cross of RNM will continue with the activities for raising awareness and knowledge of the population on timely recognition, prevention and treatment of infectious diseases with special emphasis on COVID - 19. For this purpose the national society will prepare flyers, educational information material on prevention of infectious diseases and it will conduct educational lectures.

Prevention of risks posed by extreme external temperatures on human health. The Red Cross of RNM in cooperation with the Ministry of Health, the Institute for Public Health, the World Health Organization - Skopje Office, the Ministry of Labor and Social Policy and other governmental and non-governmental institutions at local and national level, according to the action plan for coping with heat waves, will continue to implement of activities for protection of the health of the population from heat waves. The planned activities will be in the form of distribution of water and flyers and other educational material for prevention of health risks caused by heat waves as well as sharing them on social networks and media.

During the cold waves, The Red Cross of RNM will undertake various activities to protect the health of the population from the consequences that may occur when exposed to extremely low external temperatures. Volunteers will provide hot drinks at extremely low temperatures to the most vulnerable groups of the population such as the elderly and infirm, children, the homeless, migrants, etc.



Expected results:

- Established sanitation transport service to support the vulnerable population.
- Provided continuous health promotion and prevention of infectious diseases, with special emphasis on COVID-19.
- Strengthened capacities of the national society in the area of mental health by establishment of a Center for first psychological and psychosocial support.



FIRST AID

One of the main tasks of the Red Cross of RNM is to participate in training of the population of RNM to provide first aid. The Red Cross of RNM has been conducting first aid training for candidates for motor vehicle drivers and companies in 33 Red Cross branches and CRC Skopje for a long time. During the past few years, special attention is paid to the promotion of first aid teaching, improving the methodology of education and acquiring practical skills in the field of first aid as well as intensifying the cooperation with the competent institutions in the country and abroad in the area of first aid. In order to strengthen the capacities and provide expert education in the area of first aid, in 2021, the Red Cross aims to establish a Expert Center for first aid and to activate the Coordination body for first aid.

Main objective: Continuous strengthening of the capacities of the national society in the area of first aid and provision of quality and scientifically - based first aid training in peacetime and crisis situations through the establishment of an Expert Center for first aid.

Target groups: Candidates for drivers and companies, as well as the entire population who will be part of the continuing education in the field of first aid provided by the Red Cross of RNM.

Establishment of an Expert Centre for first aid. During 2021, the Red Cross of RNM aims to establish a First Aid Expert Center which will consist of top medical professionals from various fields of first aid such as anesthesia and resuscitation, emergency medicine and traumatology. The vocational center will provide cooperation and connection with international organizations in the field of first aid, cooperation with scientific institutions in this area, regular monitoring of developments in the field of first aid and preparation of expert literature and design of new first aid courses for specific target groups.

Continuous first aid education. During the year, the national society will continue with continuous implementation of first aid courses for candidates for drivers, companies and first aid trainings for different target groups. The national society will conduct courses for newly licensed educators and demonstrators, refreshment first aid courses for already licensed educators, and the old one will be revised and a new first aid manual for driver candidates will be developed.

Activation of the Coordination body for first aid. The coordination body for first aid consists of representatives of competent institutions for first aid in the country. The main goal of the coordination body for first aid is to contribute to strengthening the implementation of programs and activities in the field of first aid in various areas of everyday life such as road safety, first aid at work, education system, general population, and to improve the information and coordination of the activities undertaken in the field of first aid. At least 2 meetings will be organized with the members of the Coordination Body for presenting initiatives for legal changes in the area of first aid and providing support for the Expert Center for first aid.

Adjusting first aid courses for online education. In 2021, the national society will provide more accessible education to the general population in the area of first aid by introducing online first aid courses. For that purpose, educational videos and tools for monitoring the practical part of the teaching and a tool for electronic testing of the candidates' knowledge will be made and put into use, which will enable easy and fast access to first aid trainings.

Organizing training for make-up makers. A new training manual for make-up makers will be prepared in cooperation with national societies from the region and a minimum of 25 new make-up makers will be trained.



Development of a web platform for first aid which will provide easily accessible information for proper provision of first aid for the general population. On the web platform, the population will have easy access to educational materials and videos on first aid for personal protection and protection of loved ones in case of injury at home or outside the home and appropriate and proper provision of first aid until the arrival of medical assistance.

Reorganization of the state competition for first aid The existing concept of the state first aid competition will be revised as well as the criteria in the organization and motivation of the participants in the national first aid competition.

Marking the World First Aid Day. The Red Cross of RNM marks the World First Aid Day in the second week of September. Posters, flyers and other

educational materials in the field of first aid will be made for the event and they will be shared through various media.

Expected results:

- Enhanced capacities in the area of first aid through the establishment of an Expert center for first aid.
- Digitization of first aid courses.
- Provided support from competent institutions in the area of first aid by activating the Coordination body for first aid.



BLOOD DONATION

The Red Cross of RNM in the field of voluntary blood donation in RNM aims to develop partnership with the Ministry of Health and the Institute for Transfusion Medicine in the development and promotion of voluntary blood donation, with application of the principles of voluntary anonymous and free of charge blood donation, raising awareness and motivation of the citizens on voluntary blood donation, taking care of the health of the blood donors, advocating for respect of their rights, guaranteeing the quality and safety of the blood and blood components and protection of the health of the blood recipients.

Main objective: Promoting the culture of voluntary blood donation, building a stable reserve of blood and blood components, providing quality care for the health and safety of blood donors and providing new partnerships that mobilize the power of humanity for voluntary blood donation.

Target groups: Blood donors, citizens, volunteers and staff.

Raising public awareness and motivation for voluntary blood donation. Work will be done on creating a communication strategy for easier access to the target groups, for development of standardized methods for mobilization of potential blood donors and finding ways to increase the number of blood donations in those areas.

Mobilization, recruitment and retention of target groups. The less risky target groups will be mobilized and recruited with the involvement of public figures, target group leaders and media persons so that they can convey an effective message to the target groups. Identifying and giving priority to low-risk target groups, primarily adult students, students, employees in the public and private sector, regular blood donors, members of non-governmental organizations, blood donors in local communities, etc.

Preparation of policies and strategy for blood donation in crisis situations and epidemics. The aim is to prepare policies and strategies for blood donation in crisis situations and epidemics. An important element will be the creation of mechanisms for raising public awareness on voluntary blood donation and building a platform for holding online trainings and informing about the activities through social networks and media.

Promotion of voluntary blood donation. The Annual Program for organization and promotion of blood donation in RNM is implemented with the support of the Government of RNM through the Ministry of Health. The program will be implemented in cooperation with the Institute of Transfusion Medicine, and most of the activities will be implemented by the joint coordination team working on planning and organization of blood donation in RNM and implementation of the Annual Integral Plan for organizing blood donation actions. For the successful promotion of voluntary blood donation, the Red Cross of RNM prepares health - educational and information materials, jubilee awards for blood donors, conducts surveys, organizes lectures and debates and campaigns, educational seminars and workshops, informs the population about the activities through the websites of the two institutions, the social networks and the Red Cross of RNM e-newspaper, keeps electronic and written records of blood donors and prepares monthly, periodic and annual reports.

Activities of Blood Donor Clubs and Clubs 25. Special emphasis will be placed on blood donor clubs in order to mobilize more blood donors. Information support will be provided to

blood donors for using blood donation benefits for over 10 donations. The activities of Clubs 25 from Skopje and Bitola for young and potential blood donors will be supported in order to increase their number, to properly recruit and retain them in the blood donation process and to build a network of young blood donors to promote and motivate new blood donors in educational institutions.

Daily Center for blood donation. The national society will mobilize support for the promotion of the work and functioning of the Daily Center for Blood Donation in order to promote blood donation on the territory of the city of Skopje. In a purposefully adapted and equipped room within the DHO „Dare Dzambaz“, in a nice and warm environment, blood donors have the opportunity to donate blood every working day and Saturday.

Marking March 17 and June 14. In 2021, March 17 –the Blood Donation Day in the Republic of North Macedonia and June 14 –the World Blood Donation Day will be marked with appropriate and promotional activities. On the occasion of June 14, 2021, for the third time, Forum for voluntary blood donation will be organized by the Ministry of Health and the Red Cross of RNM.

Blood donation actions. In 2021, all necessary measures and activities will be taken to organize a sufficient number of regular and traditional blood donation actions in order to continuously provide the necessary quantities of blood and blood components available to all citizens who need them, which will contribute to build safe and healthy communities.

Expected results:

- Increased number of young blood donors and raised awareness of young people on voluntary blood donation.
- Identified priority target groups, and mobilized and involved in the blood donation process.
- Increased number of newly trained volunteer motivators for voluntary blood donation and successful involvement in the process of organizing blood donation activities in conditions of COVID-19.



DISASTER PREPAREDNESS AND RESPONSE

Special emphasis in the work in 2021 will be placed on improving the system for disaster preparedness and response. The activities will be implemented in cooperation with state institutions and international partners and will be aimed at improving the capacities of the national society for effective response to crises, improving the competencies of human resources, providing material support to the population affected by disasters and recovery activities for disaster protection and prevention awareness. This will contribute to strengthening the resilience of communities in case of disasters and accidents and establishing a comprehensive system for disaster preparedness and response at the national and local levels.

Main objective: Building an effective risk reduction system, taking early action and responding to crises and disasters, in cooperation with state institutions that are part of the crisis management and protection and rescue system.

Target groups: General population, educational institutions (staff, students), Red Cross volunteers and staff, disaster preparedness teams.

Strengthening the resilience of communities. In cooperation with state institutions and international partners, continuous activities will be undertaken to strengthen the resilience of communities in case of disasters and accidents.

Support for Red Cross branches / CRC Skopje. In frames of the activities with the Red Cross branches, significant efforts will be made to train and retrain existing teams, as well as to establish new additional branch disaster response teams, and to disseminate standard operational procedures for disaster response. In addition to the training, special emphasis will be placed on cooperation and coordination between teams from different branches in order to improve their operability through the organization of simulation exercises. The Disaster Preparedness and Response Policy will be disseminated, as well as promoting the national society policy on logistics procedures, and storing humanitarian reserves.

Revision of standard operating procedures. During the year, activities will be undertaken to review the standard operating procedures of the national society for emergency action by incorporating innovations from the normative framework of the International Red Cross/Red Crescent Movement and integrating new practices that will ensure the functional operation of the organization in emergency situations.

Hygiene Promotion. Through the activities for disaster risk reduction, trainings will be conducted in the educational institutions with special emphasis on the promotion of hygiene in conditions of pandemic, in order the students to be acquainted with the proper procedures for protection against pandemic.



Climate change. Regarding the „Climate Response“, educational activities for adaptation to climate change will be organized, with different target groups. Special emphasis will be placed on raising public awareness on the effects and consequences of climate change and acting in such circumstances as well as providing support to vulnerable target groups during heat and cold waves in the country. The activities will be implemented through mobilized support from domestic and foreign partner organizations.

International cooperation. The regional EU project „Strengthening cross-border preparedness through joint management of emergency supplies in SE Europe“ implemented by the Austrian Red Cross, will be implemented with the participation of national societies of the Red Cross of RNM, Serbia, Montenegro and Croatia, and civil protection representatives from the region.

Project X-STOCK will identify existing shortcomings in providing cross-border emergency response in terms of policies, logistics procedures, emergency stockpiles that should result in cross-border agreements to facilitate the transport procedures of humanitarian aid and equipment.

Cooperation with institutions. Cooperation with state entities will continue, such as the Crisis Management Center, the Directorate for Protection and Rescue, the Ministries of Interior and Defense and other

institutions that are part of the crisis response system. We will work on promoting cooperation with higher education institutions by conducting dissemination activities with students to provide additional knowledge about the role of the Red Cross in natural disasters, but also in conflict areas.

Exercises. The Red Cross of RNM will participate in the implementation of the NATO EADRCC exercise „North Macedonia 2021“, in the planning group, and with water rescue teams, mountain rescue teams, logistics teams as well as mannequins/roleplayers in the exercise in September 2021.

Water safety. The activities in this area will be aimed at strengthening the capacities of the Centers for Water Safety in Ohrid and Skopje, with emphasis on planning and implementation of activities for water rescue, training of rescuers, education, training and professional development for water rescue, control of the psychophysical and functional abilities of lifeguards, expert-advisory and expert-informative work, planning of programs and projects for determining doctrinal views in the education of rescuers, documenting the professional literature, creating, planning and organizing campaigns and actions.

Mountain rescue. The Red Cross of RNM, through the mountain rescue teams and stations in Ohrid (Red Cross branch Ohrid) and Skopje (CRC Skopje) continuously throughout the year during weekends, holidays, events and on call will provide support and assistance to citizens. The Red Cross Branch Ohrid Mountain Rescue Team within

the IPA Cross-Border Cooperation Project with the Republic of Albania in order to provide a safe location for tourism on Lake Ohrid will continuously work on upgrading the human and material rescue capacities in the region. The mountain rescue team of CRC Skopje with the support of the city of Skopje during 2021 will continue with safety activities at the Dare Bombol Rescue Station and the Matka Rescue Station. Special emphasis will be placed on the establishment of a new rescue station in Bitola.

Disaster Preparedness and Response Fund of Red Cross of RNM. In 2021, the Disaster Preparedness and Response Fund will continue to operate, which will be used to provide stocks of humanitarian aid (food, hygiene products, etc.) provision of humanitarian assistance in emergency situations, logistics support, insurance of material, technical assets and personnel, activities of the emergency response unit, evacuation and shelter in case of disasters and capacity building of the Center for disaster preparedness and response.



Expected results:

- Raised public awareness on disaster protection and self-protection.
- Established new system for functioning of disaster preparedness, response and logistics of the red Cross of RNM (training center, operation center, logistics center).
- Improved cooperation with institutions through simulation exercises, within the state disaster response system.
- Established disaster management commanding system (NIKS platform).
- Upgraded facilities of The Red Cross of RNM through the disaster preparedness and response fund of the Red Cross of RNM.
- Raised public awareness on hygiene and protection in times of pandemic.

PROGRAMME FOR ASSISTANCE AND SUPPORT OF MIGRANTS /REFUGEES IN RNM

The Red Cross of RNM since 2014 has been actively working on providing care and material support for migrants and irregular migrants transiting or staying in the Republic of North Macedonia. In 2021, national society continues to implement activities in support of these target groups in PTC „Vinojug“ - Gevgelija and „Tabanovce“ - Kumanovo, the Center for Foreigners in Skopje as well as for irregular migrants in the border regions of the country (border with Serbia and Greece), through field activities of Red Cross mobile teams. The support is in the form of distribution of humanitarian aid with food packages, individual hygiene packages for men and women, packages for babies and diapers, water, blankets, clothes and shoes as well as distribution of hot meals and hot drinks. The food is heated and served in specially placed mobile kitchens. Red Cross teams in the field will continue to provide first aid to migrants and refugees and, if necessary, they will be transported to health institutions for secondary health care.

Main objective: Provided medical and humanitarian support for migrants and refugees in reception centers and persons transiting through the Republic of North Macedonia.

According to the current situation, the predictions of the Red Cross of RNM for 2021 are that it will be necessary to provide support for 3000 assisted migrants / refugees located in the reception centers in PTC „Vinojug“ - Gevgelija and „Tabanovce“ - Kumanovo as well as 25,000 irregular migrants.

Provision of material assistance. According to field assessments, support for migrants and refugees is planned through the distribution of food packages, hygiene kits, disinfectants, protective masks, water

bottles, blankets, baby parcels and diapers, clothes and shoes, warm meals (cooked dishes) and hot drinks (tea and soup). The required quantities will depend on the number of beneficiaries and the financial support provided to support the target group.

Support for persons accommodated in the Reception Center for Foreigners in Skopje and the Center for Asylum Seekers - Vizbegovo Skopje. In the Reception Center for Foreigners in Skopje and the Center for Asylum Seekers - Vizbegovo Skopje, Red Cross of RNM will continue to provide primary health care, triage of migrants in the Center and mediation support for secondary and tertiary level of health care and psychosocial protection of vulnerable target groups. The necessary medicines on a weekly basis and humanitarian aid in food and non-food products will be also provided. The Red Cross of RNM plans to provide support for 25 people on a monthly basis in the Reception Center for Foreigners - Gazi Baba.

“Refugee Guide”. In 2021, the continuous support for persons under subsidiary protection will continue through the model „Refugee Guide“ and with the support of trained volunteers, as well as the creation of special work programs and personal upgrading of the capacities and skills of asylum seekers, their children and integrating into the organization’s activities with Red Cross volunteers. The planned indicator for activities with people who will be part of the activities for early integration is 50 and for community integration is 10 people.

The activities will be implemented in cooperation with UNHCR, UNICEF, IOM, Macedonian Caritas, the International Federation of Red Cross and Red Crescent Societies, the International Committee of the Red Cross, the Ministry of Labor and Social Policy, the Ministry of Health, the Ministry of Interior and Local NGOs.

Expected results:

- Provided 10,000 assists and first aid interventions.
- Provided 150 medical transports.
- Provided material assistance, health and psychological support for the needs of the target groups.
- Provided services for restoring family links.
- Provided medical and humanitarian assistance to migrants and refugees in a COVID-19 pandemic.
- Created and adapted programs for asylum seekers and persons under subsidiary protection, in order to facilitate their early integration and integration into the community.



DISSEMINATION

The dissemination program is one of the most important means for promoting the work of the Red Cross. It is a basic thread for sharing information about the Red Cross, about the history and significance of our Movement, our seven fundamental principles, the Red Cross and Red Crescent emblems, the auxiliary role of the Red Cross in the country, promotion of international humanitarian law, encouraging humanitarian education as an approach of the Movement, mobilization of new volunteers and members and supporters of the organization, raising public awareness on the importance and role of the Red Cross in the country and the need to protect the emblem and staff of the Red Cross in carrying out its mandate and tasks in accordance with the Geneva Conventions and Additional Protocols and the Law on the Red Cross of the RNM.

Main objective : Disseminated knowledge about the International Red Cross and Red Crescent Movement and international humanitarian law.

Target groups: Staff and volunteers of the Red Cross, students, representatives of Army of RNM and the Ministry of Interior and state authorities.

Club of Disseminators for International Humanitarian Law. Respect for international humanitarian law (IHL) is one of the core commitments of the International Red Cross and Red Crescent Movement based on the provisions of the Geneva Conventions and Additional Protocols. The Red Cross is committed to promoting IHL in the country. In 2019, The Red Cross of RNM established the IHL Disseminator’s Club, which aims to provide essential support in promoting the IHL by organizing and promoting national society activities in the field of international humanitarian law with various target groups in the country, especially the student youth, Army of RNM and the Ministry of Interior and all responsible institutions that have a certain role in promoting and disseminating IHL in RNM, primarily the Parliament of RNM and government ministries. The club is made up of prominent disseminators and university professionals for IHL.

National Committee for International Humanitarian Law. The Committee is based in the Red Cross of RNM and was established as the operational national coordinating body in RNM in accordance with international instruments in the field of IHL as a segment of international law of which the Republic of North Macedonia is a member, to ensure effective implementation at national level. The National Committee works on issues and makes recommendations regarding: harmonization of national legislation with the IHL; effective implementation of the IHL by undertaking and monitoring practical measures and activities; dissemination of IHL in various segments of social life; improving the cooperation and coordination

with competent institutions. In 2021, one meeting of the Committee is foreseen.

Dissemination trainings. The Red Cross, through its dissemination activities, has trained disseminators in all Red Cross branches who provide education and disseminate knowledge for various target groups in the local communities during the year. In 2021, in accordance with the possibilities and the situation with COVID-19, trainings for the youth in the educational process, dissemination sessions with the Army of the Republic of North Macedonia and representatives of the Ministry of Interior of the Republic of North Macedonia will be realized.



Expected results:

- Educated disseminators for specific target groups.
- Educated IHL Disseminators for specific target groups.
- The number of educated people for IHL has increased according to the previously established target groups.
- Improved cooperation and support provided by the ICRC for the implementation of the dissemination program.



“RED CROSS IN ACTION – PROMOTION OF HUMAN VALUES”

“Red Cross in Action - Promotion of Human Values” (RCA-PHV) has been a national tool for more than 20 years for recruiting and retention of volunteers in the Red Cross. The priorities of the programme are to increase the number of volunteers under the age of 17 in all Red Cross branches, to promote the organization, to improve the image of the organization, to alleviate the suffering of the vulnerable population, to promote active knowledge and active approach to life of the young people through the values and principles of the Red Cross.

Main objective: The mission of the programme is promotion of culture of dialogue as a basic precondition for building intercultural society.

Target groups: Young people in RNM.

By decision of the board of the Red Cross of RNM and for ensuring the safety of the Red Cross volunteers, the programme in 2020 was suspended due to the outbreak of the pandemic COVID-19. The Ministry of Education at the beginning of the school year 2020/2021 will start with access to distance learning. The RCA-PHV program in 2021 will be reorganized and will use the same approach used by the Ministry of

Education - distance learning. The programme has 30 trained national RCA-PHV instructors who form the RCA-PHV Board. The internal capacities of the PHV team will be used and quality lectures, workshops and sessions will be provided to enhance the capacities of the volunteers in the Red Cross branches.

On a monthly basis, it is planned to hold 4 workshops, which will be conducted in a same day, at the same hour for easier and better organization of volunteers. Topics will be: dissemination, communication skills, teamwork, philosophy of volunteering, a positive approach to problem solving, career counseling for young people for their further education and other topics suggested by the instructors. In September, the PHV week will be traditionally organized in the period from September 21 to 27.

Expected results:

- The implementation of the programme in such manner will result with 30 to 35 organized workshops. 5.000 youth will be covered with trainings on different topics. This will enable change of the daily routines of the young people and enhancement of their skills and to be prepared to cope with new challenges.



RESTORING FAMILY LINKS

National societies of Red Cross and Red Crescent with the support of the International Committee of the Red Cross have been making exceptional efforts to restore family links for decades. Emphasizing the experience and continuity of the activities of the Tracing service-Restoring family links of the Red Cross of the Republic of North Macedonia, as an obligation delegated by the state, there is awareness and will for further strategic approach, development of own capacities and partnerships. From all this arises the need for constant capacity building at all levels of action of the Tracing service - Restoring family links, in order to achieve an effective and sufficient response to the humanitarian needs of the population in this area.

- Activities of the Tracing service for resolving tracing requests received from national societies, as well as cases for restoring family links related to the migrant crisis, through the logistical support of the Tracing service teams in the field.
- Preparation of monthly reports and statistics and their timely submission to the Regional Information Center for restoring family links at the ICRC Office in Belgrade.
- Attending international meetings of the Tracing Services to monitor and promote restoring family links programs within national societies.
- Advocacy activities with the Government and government institutions and partner organizations in the field, for more successful implementation of the activities of the Tracing service-Restoring family links.



COMMUNICATIONS AND MODERN ELEMENTS OF THE COMMUNICATION PROCESS

For successful operation during 2021, the national society will undertake a series of activities to improve communication and public relations. It is our duty to be transparent and responsible in our work, while the tools through which we promote ourselves are a challenge.

Social media of the Red Cross of RNM. The Red Cross has a long-standing commitment to openly share information with citizens and partners and to ensure their involvement in key decisions and projects that have an impact on the wider community. The Red Cross communication strategy is based on broad community engagement and providing feedback from individuals and specific focus groups. Online communications are an opportunity for greater involvement of people in the work of the Red Cross and greater awareness of community programs and projects and opportunities for involvement in the activities of the organization.

The weekly editions of the electronic newspaper of the Red Cross INFO will be an example of a successful tool for informing our volunteers, partners, associates and supporters about the activities we carry out locally, nationally and internationally. The e-newspaper will continue to be published twice a week and during 2021 it is planned to be published in at least 100 issues.

The promotional materials defined in the Law on the Red Cross, are foreseen within the project activities and strategic documents within the publishing activity

of the national society and this year they will be regularly produced with creative and attractive educational content. In cooperation with the Macedonian Post Office, additional stamps will be issued with contents linked with the traditional Red Cross Calendar of activities. The Red Cross, by issuing additional postage stamps, philatelic materials and FDC envelopes, maximum cards and the use of appropriate stamps for the stamps, provides support for the realization of its programs aimed at improving the quality of life of the population.

Regular organization of press conferences and press briefings will aim to bring the organization closer to the media and to provide timely press releases on program and project activities.

Media relations and training for journalists will continue in order to disseminate Red Cross activities to the media and provide media support for our activities. This year, the training will cover 15 journalists from electronic and printed media.



MONITORING AND EVALUATION

Having a good monitoring and evaluation system is an essential prerequisite for good program management and accountability. The organization's monitoring and evaluation system provides feedback on the implementation of programs and projects that provide management and governance with opportunities to monitor progress and take corrective action to improve project and program implementation. In that way, organizational learning is improved and knowledge is shared through returning and sharing experiences and lessons learned. This promotes accountability in our work and compliance with established standards and other norms set by donors. Monitoring and evaluation also offer opportunities to provide feedback to various stakeholders and participants in the implementation of programs, especially users. In that way, the perception of our work is promoted, the openness for criticism is enabled, and we learn from the experiences.

The monitoring and evaluation system is incorporated in all national society programmes. Data on the implementation of projects and programs are monitored through a software system that allows ongoing monitoring of the work of the branches in various activities. During the year, activities will be undertaken to upgrade the existing system by providing support to the Red Cross branches in order to integrate the system in the daily work. The monitoring and evaluation in relation to the work of the staff of the Red Cross of RNM is realized through an established system for weekly, monthly, quarterly and annual reporting (plans and reports) and preparation of periodic analyzes for implementation of various projects and programs. In the current year, special emphasis will be placed

on the incorporation and integration of the DocuShare program for further digitalization of the operation of the national society.

In the last decade, a system for evaluation and analysis of the work of the branches has been successfully introduced, through which the performance and results in all program activities of the integral parts of the national society are monitored. This system enables regular monitoring of the work at all levels of organizational set-up with individual observations, and recommendations for the work of each individual Red Cross branch / CRC Skopje in order to overcome certain shortcomings in the work and to undertake activities for improving the competencies of human resources and advancing certain segments of the work in those environments where there is a need for it. In 2021, activities will be implemented to collect new indicators from the branches in terms of assessing the current situation and needs of the organization at the local level.

As part of the monitoring and evaluation system, the national society prepares printed trilingual editions of the Annual Plan of Action and the Annual Report that provide indicators of the success of the organization and they are excellent tools for accountability and transparency. This system is supplemented with regular weekly editions of the e-newsletter of the national society which enables monitoring and presentation of the activities to partners, associates, beneficiaries and the general population in the country. Complemented with the Red Cross of RNM website and regular social media presence, the monitoring and evaluation system offers opportunities to present our plans, improve our accountability and the opportunity for regular communication and feedback on the perceptions of our partners and readers.



BE PART OF THE RED CROSS. JOIN US

We rely on the experiences and competencies of the volunteers and staff of the Red Cross of RNM in designing and implementation of our humanitarian activities in order to be united in our planning, directions and desired progress.

A place for everyone. Our human resources are our driving force. Whether you are a teenager and want to learn what it means to be a young humanitarian, or you are older and continue to give your contribution in the Red Cross branches / CRC Skopje - we appreciate your support and we need you very much. As we progress together, there are opportunities for everyone to be involved in our work. The future is bright for the Red Cross of RNM - together, by mobilizing the power of humanity, we improve the lives of vulnerable populations and strengthen the resilience of our communities.

Would you like to help us to make a difference? Does what you read in our Annual Plan of Action 2021 inspire you to do something? If so, join the Red Cross of RNM and be part of the largest humanitarian movement.

Become a member of the Red Cross of RNM. Become our volunteer.

Visit our web page: www.redcross.org.mk, and discover what we work. Join us!

BUDGET 2021 OF THE RED CROSS OF THE REPUBLIC OF NORTH MACEDONIA

The Red Cross of the Republic of North Macedonia in its annual budget clearly demonstrates the annual income and expenses which enables development of model for financing of the organization which ensures implementation of the specific strategies, activities and plans.

The total budget for 2021 is increased for 19,12% compared to the 2020 budget. The increase comes as a result of the income on basis of projects for response to Covid-19 challenges, income from services for personal assistance to persons with impairments and home care for older persons and persons with impairments and increased income for initiation for implementation of amendments and additions to the Law on Road Safety.

The planned own income participates with 38.24% in the total income which in nominal figures represents an increase compared to 2020. The income from organs and donors participates with 61.76% in the total income and it is increased in nominal figures compared to 2020 when it amounted to 68,51%.

In the area of expenditures, the capital expenditures amount to 3,6%, and the running expenditures amount to 92,16% and the expenditures for donations and assistance amount to 4,24% of the total expenditures.

This year, the policy of the organization is targeted towards development of the Red Cross branches through the newly established funds for development, visibility and emergency response, targeted for support, running expenses and the

development of the Red Cross branches/City Red Cross of Skopje, in compliance with the provisions of the individual rulebooks of the respective funds.

18,53% of the total expenditures in the Budget for 2021 relate to the expenditures of Red Cross of RNM HQ while 81,47% of the total budget is targeted for the needs of the Red Cross branches and the City Red Cross of Skopje. It is important to emphasize that 52,28% of the total budgeted expenditures of the Headquarters are for direct transfers to the Red Cross branches for implementation of their programme activities, which in nominal figures represents an increase compared to the previous year, as a result of the transfer of funds for the projects from foreign donors.

The expenditures of the Red Cross of RNM HQ cover the salaries for the staff, material expenditures and expenditures for running maintenance. The expenditures for the Red Cross of RNM branches/ City Red Cross of Skopje cover the expenditures for projects and programmes provided by donors or institutions.

The Red Cross of RNM continuously modernizes the material and financial operation, which enables improved transparency and good reporting in the operation, automated processing of the data, fast flow of information and financial indicators and improved image of the organization.

The budget of Red Cross of RNM is realistic, concise, precise, and balanced and the defined resources in the Budget for 2021 will be used by Red Cross of RNM in a rational and economic way with full transparency and accountability.

BUDGET OF THE RED CROSS OF THE REPUBLIC OF NORTH MACEDONIA FOR 2021

	%	2021	2020	2019
TOTAL INCOME	100.00	124,239,157.00	104,297,540.00	60,052,708.00
Own sources	38.24	47,504,800.00	34,213,800.00	19,887,628.00
From organs and donors	61.76	76,734,357.00	70,083,740.00	40,165,080.00
TOTAL EXPENDITURES	100.00	124,239,157.00	104,297,540.00	60,052,708.00
Running expenditures	92.16	114,500,457.00	101,909,340.00	53,246,008.00
Capital expenditures	3.60	4,476,400.00	1,336,400.00	1,606,700.00
Assistance and donations	4.24	5,262,300.00	1,051,800.00	5,200,000.00
BALANCE		0.00	0.00	0.00

INCOME

DESCRIPTION	Own sources of income	Income from organs /donors	Budget 2021	Budget 2020	Budget 2019
TRANSFERS AND DONATIONS					
Ministry of Labor and Social Policy – programme activities	9,075,000.00		9,075,000.00	9,075,000.00	6,000,000.00
Blood Donation (Ministry of Health)		8,000,000.00	8,000,000.00	8,500,000.00	6,600,000.00
Social Welfare Programmes	2,000,000.00	3,300,000.00	5,300,000.00	2,623,000.00	3,150,000.00
Organizational Development	200,000.00		200,000.00	400,000.00	11,960,000.00
Development and Project Fund	1,728,000.00		1,728,000.00	1,728,000.00	
5% for procurement and upgrading of software and equipment	297,000.00		297,000.00	297,000.00	
First Aid	5,500,000.00		5,500,000.00	3,800,000.00	3,250,000.00
Health Preventive Programmes		4,012,794.00	4,012,794.00	0.00	3,393,760.00
Development and work with youth	450,000.00		450,000.00	210,000.00	866,000.00
Disaster Preparedness and response		11,229,254.00	11,229,254.00	1,696,640.00	863,320.00
Disaster Management Fund	1,728,000.00		1,728,000.00	1,728,000.00	
10% for programme activities for disasters	594,000.00		594,000.00	594,000.00	
Dissemination and IHL		152,400.00	152,400.00	0.00	197,600.00
RCA-PHV			0.00	300,000.00	300,000.00
Public Relations			0.00	0.00	0.00
Visibility Fund	1,404,000.00		1,404,000.00	1,404,000.00	
Tracing Service		589,909.00	589,909.00	1,905,500.00	920,400.00
International Cooperation			0.00	0.00	0.00
Project work and Mobilization of funds	3,690,000.00		3,690,000.00	0.00	0.00
Human Resources and Monitoring and Evaluation			0.00	507,600.00	0.00
Creation of Polices and Volunteer and Membership Management		250,000.00	250,000.00	400,000.00	
TAX EXEMPTED INCOME					
From RC branches (membership fee)	1,770,000.00		1,770,000.00	1,770,000.00	1,180,000.00
Donations from natural persons	200,000.00		200,000.00	140,000.00	350,000.00
Donations from legal persons	600,000.00		600,000.00	600,000.00	500,000.00
Additional post stamps (Red Cross Law)	100,000.00		100,000.00	400,000.00	300,000.00
From rent of office space	1,918,800.00		1,918,800.00	1,918,800.00	1,918,800.00
From registration of vehicles	10,800,000.00	49,200,000.00	60,000,000.00	60,000,000.00	14,202,828.00
From courses for lifeguards	50,000.00		50,000.00	100,000.00	100,000.00
Balance brought forward from last year	5,400,000.00		5,400,000.00	4,200,000.00	4,000,000.00
TOTAL INCOME	47,504,800.00	76,734,357.00	124,239,157.00	104,297,540.00	60,052,708.00

EXPENDITURES

DESCRIPTION	Own sources of income	From organs /donors	Budget 2021	Budget 2020	Budget 2019
RUNNING EXPENDITURES					
BASIC SALARIES AND COMPENSATIONS					
Gross salaries for employees	14,311,176.00	2,331,624.00	16,642,800.00	14,472,000.00	12,072,964.00
Compensation for annual vacation	0.00		0.00	0.00	0.00
Other compensations	60,000.00		60,000.00	40,000.00	40,000.00
CONTRIBUTIONS FOR SALARIES AND PERSONAL TAX ON SALARIES					
Personal tax on compensations (per diem, jubilee premium)	30,000.00		30,000.00	30,000.00	30,000.00
TOTAL EXPENDITURES FOR SALARIES	14,401,176.00	2,331,624.00	16,732,800.00	14,542,000.00	12,142,964.00
PERDIEM AND DAILY EXPENSES					
Travel abroad	250,000.00		250,000.00	250,000.00	100,000.00
COMMUNAL FEES					
Electricity	660,000.00		660,000.00	660,000.00	780,000.00
Water	48,000.00		48,000.00	60,000.00	60,000.00
Waste disposal	90,000.00		90,000.00	90,000.00	90,000.00
HEATING					
Central heating	480,000.00		480,000.00	480,000.00	480,000.00
COMMUNICATION AND TRANSPORT					
Post office	30,000.00		30,000.00	30,000.00	30,000.00
Telephone and fax	780,000.00		780,000.00	720,000.00	751,200.00
Per diem in country and abroad	50,000.00		100,000.00	100,000.00	100,000.00
Fuel	300,000.00		300,000.00	360,000.00	420,000.00
Expenses for registration of vehicles	435,000.00		435,000.00	435,000.00	435,000.00
Other expenses for transport (toll, car wash, fixing tires)	84,000.00		84,000.00	84,000.00	50,000.00
MATERIALS					
Office material	220,000.00		220,000.00	220,000.00	120,000.00
Magazine subscription and literature	46,000.00		46,000.00	46,000.00	41,000.00
Tapes, cassettes, for audio/video equipment	100,000.00		100,000.00	100,000.00	100,000.00
Xerox, printing and publication of material	1,190,000.00	1,581,000.00	2,771,000.00	2,395,000.00	1,676,100.00
Organizational Development		200,000.00	200,000.00	200,000.00	0.00
Public Relations	170,000.00		170,000.00	150,000.00	99,000.00
Dissemination and IHL			0.00	0.00	0.00
Health Preventive Programmes			0.00	0.00	0.00
First Aid					
International Cooperation	280,000.00		280,000.00	280,000.00	767,100.00
Blood Donation		1,025,000.00	1,025,000.00	1,025,000.00	200,000.00
Social Welfare Programmes	100,000.00	356,000.00	456,000.00	100,000.00	260,000.00
Tracing Service			0.00	0.00	0.00
Project work and Mobilization of Funds	50,000.00		50,000.00	50,000.00	0.00
Creation of Polices and Volunteer and Membership Management	590,000.00		590,000.00	590,000.00	20,000.00
Disaster Management			0.00	0.00	50,000.00
Development and work with Youth			0.00	0.00	0.00
Human Resources and Monitoring and Evaluation					
Beverages, food items, hygiene material	168,000.00		168,000.00	173,000.00	200,000.00
Materials for fire extinguishing	20,000.00		20,000.00	20,000.00	20,000.00
Material for special purposes (medical material and electro materials)	160,000.00	442,000.00	602,000.00	603,528.00	602,000.00
Other materials	450,000.00		450,000.00	450,000.00	300,000.00
RUNNING MAINTENANCE					
Repair and maintenance of vehicles	250,000.00		250,000.00	250,000.00	250,000.00
Expenses for maintenance of equipment	100,000.00		100,000.00	100,000.00	100,000.00
Expenses for maintenance of the building	100,000.00		100,000.00	100,000.00	200,000.00
Maintenance of the software and hardware	516,000.00		516,000.00	516,000.00	691,500.00
CONTRACTUAL SERVICES					
Fees for solicitor	120,000.00		120,000.00	120,000.00	120,000.00

Seminars and meetings	6,738,500.00	7,725,962.00	14,464,462.00	9,366,650.00	7,286,670.00
Organizational Development	20,000.00	347,000.00	367,000.00	20,000.00	1,840,000.00
Public Relations	25,000.00		25,000.00	30,000.00	65,000.00
Dissemination and IHL	3,000.00		3,000.00	0.00	350,000.00
RCA-PHV			0.00	150,000.00	150,000.00
Health preventive programmes	50,000.00		50,000.00	50,000.00	50,000.00
First Aid	410,000.00		410,000.00	410,000.00	410,000.00
Blood Donation		375,000.00	375,000.00	375,000.00	452,900.00
Social Welfare Programmes	3,125,000.00	2,620,000.00	5,745,000.00	3,434,000.00	950,000.00
Tracing Service	10,000.00	103,567.00	113,567.00	741,250.00	398,400.00
Project work and mobilization of Funds			0.00	0.00	10,000.00
Development and work with Youth			0.00	0.00	980,000.00
Disaster Management	610,400.00	3,772,795.00	4,383,195.00	1,100,800.00	278,370.00
Creation of Polices and Volunteer and Membership Management	100,000.00		100,000.00	500,000.00	0.00
Governing Board meeting	100,000.00		100,000.00	100,000.00	400,000.00
Red Cross of RNM Assembly	100,000.00		100,000.00	100,000.00	100,000.00
Meetings with branch secretaries / presidents	100,000.00		100,000.00	100,000.00	100,000.00
State first aid competition	350,000.00		350,000.00	350,000.00	350,000.00
Youth Council/Coordination body/Youth Academy	178,100.00		178,100.00	147,000.00	66,000.00
Youth Camp /					
European coordination meeting	150,000.00		150,000.00	150,000.00	336,000.00
Human Resources and Monitoring and Evaluation		507,600.00	507,600.00	507,600.00	
Seminars and meetings	1,407,000.00		1,407,000.00	1,101,000.00	
Bank commission	80,000.00		80,000.00	80,000.00	80,000.00
Insurance on property and security	250,000.00		250,000.00	250,000.00	50,000.00
Other financial services (part time contracts)	1,029,012.00	3,535,801.00	4,564,813.00	2,234,162.00	2,886,214.00
Other contractual services (customs, manual labor)					
court decisions, rent	50,000.00		50,000.00	50,000.00	50,000.00
External audit	100,000.00		100,000.00	100,000.00	100,000.00
Membership fee in int. organizations	206,000.00		206,000.00	206,000.00	150,000.00

OTHER OPERATIONAL EXPENDITURES

Fundraising	100,000.00		100,000.00	100,000.00	100,000.00
Expenses for international cooperation		50,000.00	50,000.00	350,000.00	200,000.00

TRANSFERS TO NON FOR PROFIT ORGANIZATIONS

Transfers to RC branches	265,000.00	64,950,382.00	65,215,382.00	62,251,000.00	22,483,360.00
Development Fund	2,613,000.00		2,613,000.00	2,613,000.00	0.00
Visibility Fund	1,404,000.00		1,404,000.00	1,404,000.00	

TOTAL RUNNING EXPENDITURES 33,883,688.00 80,616,769.00 114,500,457.00 101,909,340.00 53,246,008.00

CAPITAL EXPENDITURES

130,331,919.00 112,266,990.00 62,208,778.00

PROCUREMENT OF FURNITURE AND OFFICE MATERIAL

Procurement of office furniture			0.00	0.00	0.00
Procurement of equipment (Operational Centre)	86,400.00	600,000.00	686,400.00	686,400.00	0.00

PROCUREMENT OF VEHICLES

Procurement of a car (credit for car)		3,690,000.00	3,690,000.00	600,000.00	600,000.00
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BASIC AND SPECIAL MAINTENANCE

Capital investments in RC branches			0.00	0.00	356,700.00
Development Support for RC branches			0.00	0.00	500,000.00
Reconstruction and renovation of buildings	100,000.00		100,000.00	50,000.00	150,000.00

TOTAL CAPITAL EXPENDITURES 186,400.00 4,290,000.00 4,476,400.00 1,336,400.00 1,606,700.00

ASSISTANCE, DONATIONS AND OTHER FEES

Assistance, donations and other distributions in kind	1,186,800.00		1,186,800.00	1,051,800.00	5,200,000.00
Assistance, donations and other distributions in cash		4,075,500.00	4,075,500.00		

TOTAL DONATIONS, ASSISTANCE AND OTHER FEES 1,186,800.00 4,075,500.00 5,262,300.00 1,051,800.00 5,200,000.00

TOTAL EXPENDITURES 35,256,888.00 88,982,269.00 124,239,157.00 104,297,540.00 60,052,708.00

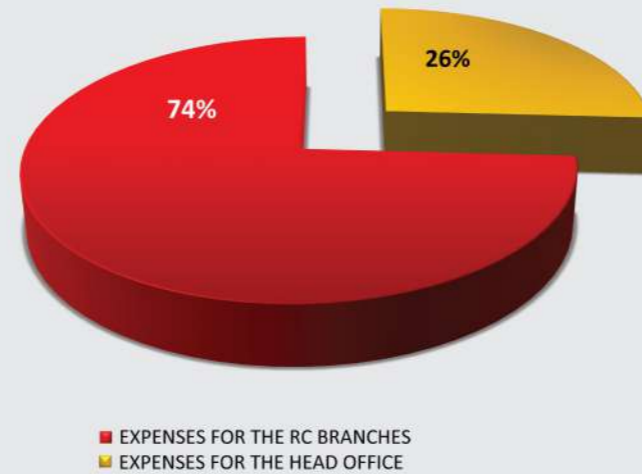
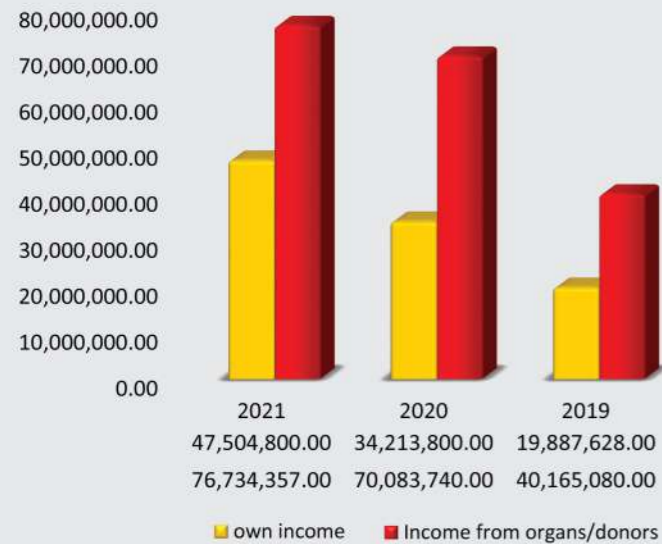
Expenditures for Red Cross of RNM HQ	23,016,388.00	18.53	Expenditures for Red Cross of RNM HQ	32,131,688.00	25.86
Expenditures for RC branches	101,222,769.00	81.47	Expenditures for RC branches	92,107,469.00	74.14

TOTAL 124,239,157.00 100 TOTAL 124,239,157.00 100.00

Finance and Audit Department
Zaklina Popovich

Secretary General
PhD. Sait Saiti

INCOME IN 2021



EXPENDITURES IN 2021



STRUCTURES OF EXPENDITURES OF THE RED CROSS OF RNM



MARKING SIGNIFICANT DATES OF THE RED CROSS OF RNM

- February 21-28** Week of Combating Heart Disease
- March 1-8** Week of Combating Cancer
- March 17** Foundation Day of the Red Cross of the Republic of North Macedonia and Blood Donation Day
- April 8-15** Week of Hygiene
- May 8-15** World Red Cross and Red Crescent Day and Week of the Red Cross of the Republic of North Macedonia
- May 21** Independence Day of the Red Cross of the Republic of North Macedonia
- June 14** World Blood Donation Day
- June 20** World Refugee Day
- July 26** Solidarity Day
- Second Saturday in September** World First Aid Day
- September 14-21** Week for Combating TB
- September 21-27** Human Rights Promotion Week
- October 1** International Day of the Elderly
- October 1-7** Red Cross Youth Week
- October 10-16** Week of the Combating Diabetes
- October 10** World Homeless Day
- October 16-22** Week of Combating Hunger
- October 18** International Anti-Trafficking Day
- November 1-30** Month of Combating Addictive Diseases
- Third Week in November** Week of Care for Older People
- December 1-7** HIV / AIDS Week
- December 5** International Volunteer Day
- December 15-21** Week of Dental Care
- December 18** International Migrants Day

FUNDAMENTAL PRINCIPLES OF THE INTERNATIONAL RED CROSS AND RED CRESCENT MOVEMENT

HUMANITY

The International Red Cross and Red Crescent Movement, born of a desire to bring assistance without discrimination to the wounded on the battlefield, endeavors, in its international and national capacity, to prevent and alleviate human suffering wherever it may be found. Its purpose is to protect life and health and to ensure respect for the human being. It promotes mutual understanding, friendship, co-operation, and lasting peace among all peoples.

IMPARTIALITY

It makes no discrimination as to nationality, race, religious beliefs, class, or political opinions. It endeavors to relieve the suffering of individuals, being guided solely by their needs, and to give priority to the most urgent cases of distress.

NEUTRALITY

In order to continue to enjoy the confidence of all, the Movement may not take sides in hostilities or engage at any time in controversies of a political, racial, religious, or ideological nature.

INDEPENDENCE

The National Societies, while auxiliaries in the humanitarian services of their governments and subject to the laws of their respective countries, must always maintain their autonomy so that they may be able at all times to act in accordance with the principles of the Movement.

VOLUNTARY SERVICE

It is a voluntary relief movement not prompted in any manner by desire for gain.

UNITY

There can only be one Red Cross or Red Crescent Society in any one country. It must be open to all. It must carry on its humanitarian work throughout its territory.

UNIVERSALITY

The International Red Cross and Red Crescent Movement, in which all Societies have equal status and share equal responsibilities and duties in helping each other, is worldwide.

