

# ПРОГРАМА ЗА РАБОТА PROGRAMI PËR PUNË ANNUAL PLAN OF ACTION



# 2022



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

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## Abbreviations

Red Cross of the Republic of North Macedonia - Red Cross of RNM
Republic of North Macedonia - RNM
Red Cross Branch - RCB
City Red Cross of Skopje - CRC Skopje
First Aid - FA
Psychological First Aid - PFA
Psycho-Social Support - PSS
International Humanitarian Law - IHL
Protection and Rescue Directorate - PRD
Crisis Management Center - CMC
Army of the Republic of North Macedonia - ARNM
Ministry of Interior - MI
Red Cross in Action - Promotion of Human Values - RCA - PHV

## INTRODUCTION

Today the work of the Red Cross of RNM is undoubtedly more relevant and needed than ever. We continue to provide activities and services in accordance with our mission and mandate and the fundamental principles of the Movement. We are constantly learning from the past, to be ready for the future, to be better and more successful, always at the service of our beneficiaries of services.

One of the biggest challenges in the social environment this year continues to be dealing with the consequences of the pandemic caused by COVID-19, which certainly requires a significant part of our resources to be aimed at mitigating the consequences and providing support for various target categories to promote the health of the people. Our focus also remains on coping with disasters, climate change and environmental consequences that require us all to unite and take comprehensive and urgent action to adapt to emerging climate change risks to ensure the protection of the environment and support for people to adapt and cope with the challenges.

We hope to continue to be leaders in the field of voluntary blood donation and first aid, promoting healthy living habits, promoting volunteerism, disseminating humanitarian values and international humanitarian law, providing support to migrants, the homeless and other socially disadvantaged groups in the country

and animating and supporting young people and the elderly. We will continuously work on strengthening our network of Red Cross branches / CRC Skopje so that we can provide comprehensive support and address the growing challenges in local communities.

Our planning tool presents the context in which we work, the focus of our activities, the results that we have planned to achieve and the target indicators that will guide us for the successful realization of our objectives. Our Annual Plan of Action also symbolizes an invitation to cooperate with all interested partners, organizations and volunteers of the Red Cross in the country, to get involved in our activities and initiate new activities to cover various target groups in need of support and services of the Red Cross in 2022.

In the Annual Plan of Action of the Red Cross of RNM we present to you our key priorities for 2022, the services offered by our organization, the partners we work with as well as our expectations on the path of humanity, in providing help and support to people, as our modest contribution to the development of a healthy and more humane society.



A handwritten signature in black ink, appearing to read 'Belev'.

Prof. Dr. Romel Velev  
President



A handwritten signature in black ink, appearing to read 'Saiti'.

PhD. Sait Saiti  
Secretary General

## STRATEGIC GOALS 2030

Our strategic goals are aligned with Strategy 2030 of the International Federation of Red Cross and Red Crescent Societies and are focused in the following areas:

**Goal 1:** People anticipate, survive and quickly recover from crises

**Goal 2:** People lead safe, healthy and dignified lives and have opportunities to thrive

**Goal 3:** People mobilize for inclusive and peaceful communities

## PRIORITIES OF THE RED CROSS OF RNM IN 2022

The priorities and the operational plan and budget of the Red Cross of RNM for 2022 are prepared on the basis of the Strategy 2030 of the national society in order to ensure coherence and consistency in the implementation of the planned changes in the operation of the organization. The operational priorities should provide strengthening of the resilience of the community through more efficient preparedness, mitigation of the consequences of crisis situations, prevention, early warning and action. They also call for transformational changes in the way the national society operates, primarily in terms of ensuring comprehensive coordination with RCB / CRC Skopje and development of the national society.

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# ESTABLISHING SUSTAINABLE PARTNERSHIPS

## Context

The successful confrontation with the challenges and the achieved results in the work in the past period created positive preconditions for enhancement of the cooperation with partner organizations and promoting new initiatives for ensuring greater support for the most vulnerable categories of the population. By constantly providing support in the work as well as joint action with relevant stakeholders in the communities, we build a quality and timely response to the humanitarian needs of the population, active involvement, strengthening trust and developing a healthy and safe society. The established cooperation is accompanied by accountable, transparent and responsible implementation of joint initiatives supported by measurable performance indicators. In 2022, the cooperation will be aimed at reducing the risk and impact of disasters and crises, building community resilience and providing basic health and social services needed by the population.

## Focus

Promotion of good practices of cooperation with national and local institutions in the country by reviewing existing ones and signing new cooperation agreements and memoranda of understanding.

Developing the existing and establishing new bilateral cooperation with national societies in the region at local and national level.

Promoting social responsibility in the corporate sector and encouraging long-term support and active involvement.

### Result 1.1

The operational and program enhancement of the cooperation is implemented through strengthened dialogue, project and program initiatives and commitments that result in concrete financial support as well as authorizations in the implementation of certain services and trainings for vulnerable categories of the population.

### Result 1.2

The Red Cross of RNM applies an approach of joint identification of the humanitarian needs of the population in cooperation with local partners and preparation of joint action plans to ensure timely and quality response to them.

### Result 1.3

The corporate sector contributes significantly to the activities implemented by the Red Cross and the establishment of joint and long-term planning practices at local level.

### Result 1.4

The Red Cross of RNM with the Movement's partner organizations implements bilateral action plans at national and local level.

## 2022 Target indicators

- 33 RCB and CRC Skopje have revised / signed new cooperation agreements and memoranda of understanding with local governments and institutions in their area of operation.
- Enhanced capacities of 33 volunteers and staff of the RCB and CRC Skopje for development of partnerships and strategic planning.
- Cooperation agreements have been renewed and action plans have been prepared with two national societies in the region.
- Partnerships have been established at the local level of 3 RCB with RCB from national societies in the region.

# CLIMATE AND ENVIRONMENTAL CRISIS

## Context

Environmental crises incorporate aspects related to climate change and the degradation of soil, land, water and other natural resources. Research suggests that climate change may result in humanitarian needs for thousands of people in our country in need of assistance in 2022.

The people who suffer the most are - and will continue to be - the poorest in the world. They are the most vulnerable and most exposed to shocks and stresses. They have no resources to protect themselves and often live in areas where floods, droughts, fires and storms are strongest. Climate risks are also becoming more pronounced as a result of environmental degradation, over-exploitation of natural resources and loss of biodiversity, uneven development and unplanned urbanization, pollution, conflict and resettlement, and the global pandemic caused by COVID-19.

## Focus

Reducing the impact and consequences of climate change and providing support to the population with a special emphasis on the impact on human health.

Reducing current and future humanitarian impacts / consequences of climate and environmental crises and providing support for people to adapt and cope with climate change.

## Result 2.1

Communities and Red Cross of RNM volunteers and staff are taking comprehensive and urgent action to adapt to climate change.

## Result 2.2

The Red Cross of RNM is developing and modifying appropriate sustainable practices to contribute to mitigating the effects of climate change.

## Result 2.3

Provided contribution for risk reduction from possible disasters as a result of climate change.



## 2022 Target indicators

- Population groups at risk are better protected from heat and cold waves in RN Macedonia.
- 30,000 flyers and brochures are distributed to the population with measures for prevention and early recognition of the consequences of heat waves during the summer period.
- 33 RCB conducted campaigns / activities for awareness / protection against climate change, behavior change, and reduction of plastic use.
- Conducted 3 trainings for preparedness and first aid in case of disasters for members of the border police of RNM.
- Conducted 10 educational workshops in schools and kindergartens in 10 RCB for proper and timely prevention of heat and cold waves.

# EVOLVING CRISIS AND DISASTERS

## Context

The natural disasters that have occurred in the past years have caused serious disruption to the functioning of the community and society as a whole with human, economic, material losses or impacts that exceed the ability of the endangered community or society to cope with the use of its own resources. Disaster impacts result in loss of life, injuries and other adverse effects on human physical, mental and social condition, property destruction, loss of services, social and economic disruption and environmental degradation.

## Focus

In recent years, the Red Cross of RNM has been working intensively on disaster preparedness and response, with an emphasis on disaster health. The numerous crises that have affected our region, such as floods, fires, snowstorms, epidemics, high temperatures, migrant crises, the COVID-19 pandemic, are just some of the challenges facing the Red Cross in providing support to affected communities. We will work on strengthening the capacities of the organization for securing stock reserves, enhancement of the disaster management system, training of volunteers and staff for disaster preparedness through theoretical exercises and organizing practical simulation exercises in cooperation with the entities that are part of the crisis management system and protection and self-protection. Our focus will also be on establishing an effective disaster risk reduction mechanism, with an emphasis on educational institutions and the general population. We will continue

to nurture and promote cooperation with state entities, primarily the Crisis Management Center and the Directorate for Protection and Rescue.

### Result 3.1

Improved system of the national society, RCB/ CRC Skopje for disaster preparedness, coping and management through establishment of a functional Disaster Preparedness and Response Center with an Operational Center.

### Result 3.2

Enhanced capacities at the national level for disaster preparedness and response through the provision of stock reserves for humanitarian aid.

### Result 3.3

Raised public awareness for risk reduction of the general population and educational institutions.

### Result 3.4

Improved regional cooperation with Balkan countries in the field of disaster preparedness and response.

## 2022 Target indicators

- Established model for disaster management at the level of the Red Cross of RNM through the introduction of effective coordination and management mechanisms.
- Established partnerships with the responsible structures at the state and local level, for purpose of establishing efficient mechanisms for coordination and disaster management based on the permanent legislation of the Republic of North Macedonia.
- Conducted trainings for protection and self-protection in case of disasters for the staff in educational institutions, students / children and parents / guardians of students / children.
- Organized simulation exercises with all stakeholders in the disaster management system (ambulance, CMC, DPR, Mol, etc.)



- Improved capacities for action in case of accidents and disasters in the covered micro-regions (locally trained people for risk and hazard assessment, use of IT aids – disaster mapping software, GPS, databases, etc.
- Improved cooperation between local institutions responsible for disaster management, joint development of a risk database, development of plans and reports for protection and rescue in educational institutions.
- Raised public awareness of the population for protection and self-protection in case of disasters and in the education system through simulation exercises and lectures.
- Improved bilateral cooperation with national Red Cross and Red Crescent societies in the region and beyond.
- Developed educational promotional materials with key messages for disaster risk reduction and advice for protection and self-protection in case of disasters.
- Adopted Regional Standardized Rulebook for providing humanitarian aid.
- Disseminated and promoted tool “Team Macedonia” for mobilization and response of volunteers in crisis situations.



# GROWING GAPS IN HEALTH AND SOCIAL SPHERE

## HEALTH-PREVENTIVE PROGRAMMES

### Context

In our country as well as around the world, the COVID-19 pandemic had a significant impact on the functioning of health systems. Due to the fear of infection with COVID-19, many visits to the doctor were postponed, so many other diseases were not detected on time and treated properly.

As a result of all this in the last two years there is a prevailing risk of increasing chronic diseases such as (cardiovascular disease, cancer, diabetes, etc.) which leave significant health consequences on the population, especially among citizens who are insufficiently informed about the importance of their timely prevention and early diagnosis. The most vulnerable groups to COVID-19 pandemic are the elderly, people with chronic diseases, children and adolescents, as well as people who are directly involved in dealing with the pandemic.

### Focus

The health prevention activities undertaken by Red Cross of RNM will be aimed at assessing the health risks caused by crisis situations with special emphasis on the COVID-19 pandemic as well as continuous education of the population and promotion of healthy living habits which will enable prevention and timely detection of chronic infectious and non-communicable diseases. The process of recovery from the pandemic and prevention of diseases of various nature will be holistic, based on cross-sectorial cooperation at all levels of society, which will contribute to the establishment of an appropriate health-preventive approach. These activities will be

supported by the Ministry of Health, the Institute of Public Health, WHO, UNFPA, International Federation of Red Cross and Red Crescent Societies, ADA, Austrian Red Cross, USAID and other partners and supporters.

### Result 4.1

Improved health-preventive capacities of the national society through the establishment of health services of sustainable character.

### Result 4.2

Maintained low prevalence of chronic diseases (cardiovascular diseases, cancer, HIV / AIDS, tuberculosis, etc.) as well as timely prevention of health risks caused by climate change through continuous education of the population and promotion of healthy lifestyles.

### Result 4.3

Improved health management of the national society for support of communities in crisis situations with special emphasis on pandemics and epidemics.

### 2022 Target indicators

- Provided medical transport for 100 people from the territory of the city of Skopje to health facilities for non-life threatening situations.
- Introduced innovative model for development of Social-Medical Center and potential opportunities for its establishment with support of national and international donors and banks.
- Conducted 150 educational lectures and workshops for a minimum of 3.000 people for

early recognition and prevention of chronic communicable and non-communicable diseases, and prevention of consequences from climate change.

- Provided support to mobile gynecological outpatient clinics in conducting preventive examinations for cervical cancer screening of at least 1000 women living in rural areas.
- Provided support to the Ministry of Health in the prevention of HIV/AIDS. Distributed sterile injection equipment, medical supplies, condoms, lubricants, IEC supplies to 700 people who inject drugs in the city of Prilep, Veles and Kichevo.
- Improved preparedness of the national society and the community for health management in crisis situations - conducted training for health management in crisis situations, trained 20 volunteers and staff of the Red Cross of RNM and conducted 8 trainings for proper hygiene in order to prevent infectious diseases of 120 children and teachers in 8 primary schools.
- Provided administrative-logistics support, first aid and psychological first aid to the population at the COVID-19 vaccination points by 200 volunteers from 33 RCB and Red Cross of the city of Skopje.
- Developed and disseminated Strategic Plan for Health Preventive programmes for the period 2022-2026.



# BLOOD DONATION

## Context

Motivating the population to donate blood voluntarily is important for building a positive attitude towards blood donation. Blood as a medicine is still irreplaceable and the collection of blood depends exclusively on the good will of the blood donors. Blood and blood components obtained from voluntary blood donation are an important national resource in preventing anemia and meeting the needs of transfusion medicine services to treat patients across the country. Patients must have equal access to blood, based on their clinical and hospital needs, and the safety of patients and blood donors must be at the highest level.

## Focus

Our focus will be on promoting the culture of voluntary blood donation, building stable reserves 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.

The purpose of promoting the blood donation program is to mobilize less risky target groups, to identify and retain compatible family donors, and to recruit them into regular blood donors. The importance of partner cooperation through active participation in blood donation activities will be especially emphasized. . In order to keep the existing blood donors, activities will be undertaken for recruitment of blood donors,

improvement of the technical and administrative capacities as well as improvement of the quality of services and improvement of the communication with the partners. Blood donation activities will be supported by the Ministry of Health.

## Result 5.1

Raised awareness of the population and increased level of motivation for voluntary blood donation through mobilization, recruitment and retention of the target groups.

## Result 5.2

Enhanced capacities and improved quality of services and recruited new blood donors, improved technical and administrative capacities, improved quality of services and improved and communication with partners.

## Result 5.3

Red Cross initiatives have been implemented to provide better information to blood donors through a mobile blood donation application and information and publishing materials.

## 2022 Target indicators

- 52,000 units of blood are provided annually, by organizing 800 blood donation actions on the territory of the Republic of North Macedonia, in cooperation with the Institute for Transfusion Medicine.
- 5 seminars and workshops are held to educate motivators for voluntary blood donation and 120 motivators are trained.
- Contribution to improving the awareness of the population for voluntary blood donation through the use of mobile application and information-publishing materials.
- Raised awareness of about 5,000 young people (high school and university students) through education for voluntary blood donation and involvement in the blood donation process.



# FIRST AID

## Context

Accidents are events that happen unexpectedly and unintentionally. They usually result in injury or some damage and are part of everyday life where people are often at the scene unexpectedly. Timely and proper provision of first aid is a key step in preserving human health and life. First aid means timely undertaking of careful procedures, measures and activities in order to save the life of the injured, to protect against further injury, to reduce pain and fear and to prevent possible complications.

## Focus

One of the priority commitments of the Red Cross of RNM is to continuously promote first aid as a valuable tool for building a true culture of prevention for the benefit the entire community. The Red Cross of RNM Expert Center for First Aid will provide monitoring of innovations and creation of policies for setting quality and science-based first aid education programs available to everyone, in order to contribute to the prevention and reduction of risks in everyday accidents, as well as in crisis situations. New programs will be developed for education of different target groups of the population (elderly citizens, people with disabilities, pregnant women, parents of newborns, babysitters, etc.) which will be offered through sustainable services to raise the level of knowledge and skills for administering first aid. For that purpose, the capacities of the national society will be enhanced by building a professional team of instructors who will transfer the knowledge and skills for conducting quality first aid trainings. During the year, courses for candidates for drivers and first aid in companies will be continuously organized. The Red Cross of RNM will conduct activities that will be aimed at promoting first aid in all segments of life,

in order to raise public awareness on the importance of provision of timely first aid to save lives.

The Red Cross First Aid Coordination Body will contribute to the promotion and development of first aid for establishment of sustainable services for education of various target groups that will be set in accordance with the normative acts that regulate this issue.

The program activities will be supported and implemented in cooperation with the International Federation of Red Cross and Red Crescent Societies, the Albanian Red Cross, the Austrian Red Cross, the Ministry of Health, the State Council for Road Traffic Safety, Military Medical Center, Army of RNM, media, as well as other partners and supporters.

### Result 6.1

Enhanced capacities of the population for administering first aid in the community and raised awareness on the importance of first aid and reducing injuries and morbidity due to untimely administering of first aid in the communities.

### Result 6.2

Enhanced capacities of the national society in the area of first aid.

### Result 6.3

Undertaken advocative activities for making impact in reaching decisions for more adequate regulation of first aid.

## 2022 Target indicators

- Prepared and disseminated Strategic Plan for development of first aid, 2022 - 2026.
- Established Expert Center for first aid of the Red Cross of RNM.
- New programs prepared through the Expert Center for First Aid of the Red Cross of RNM for conducting first aid courses for education of elderly citizens, persons with disabilities, pregnant women, parents of newborns, babysitters.
- Organized 20 trainings for 200 young parents and pregnant women in order to gain skills and knowledge for timely provision of first aid.
- Organized first aid trainings for people with disabilities, trained 150 people.

- Established services of sustainable character for delivery of first aid courses for different target groups of the population (elderly citizens, people with disabilities, pregnant women, parents of newborns, babysitters).
- Trained team of first aid instructors of the Red Cross of RNM who will build their capacities for better implementation of first aid education.
- Continuous implementation of first aid courses for drivers and companies, trained over 20,000 candidates for drivers and companies.
- Provided guidelines for 33 RCB / CRC Skopje for conducting quarterly refreshment first aid courses for drivers.
- Enhanced capacities of the community for providing first aid in crisis situations, held 10 first aid trainings in primary schools through 10 RCB, covering 110 students and 40 teachers.
- Promotion of first aid through national services, to raise public awareness of the importance of timely provision of first aid to save lives.
- Organized trainings for members of various ministries and specialized agencies in the field of first aid.



# PSYCHOLOGICAL FIRST AID– PSYCHOSOCIAL SUPPORT

## Context

The collective mental health and the need for visible and accessible psychological first aid in order to preserve and strengthen it, proved to be especially important during the coronavirus pandemic, as a result of health risks and losses and social constraints. Many of the national coronavirus protection strategies that were necessary to preserve collective public health have placed people globally at greater risk of mental health difficulties. Commitment to individual and collective mental health is important not only for active and quality life of all groups of citizens, but also for healthy and active aging of the population.

## Focus

Establishment of the Center for PPA and PSS will enable cooperation with expert bodies and will create a network of referrals through which beneficiaries will be able to receive basic and specialized services from relevant institutes and professionals. The National Center will include members from various institutions and bodies and together they will build policies for psychosocial support in our country. The center will act in crisis situations and through its team will assess the psychosocial needs on the ground. Trainees will be able to provide basic psychosocial

support and connect those affected with relevant services. The center will operate at the national level and will organize trainings and supervisions for volunteers and Red Cross staff and will work on psycho-education of volunteers and beneficiaries and the general population in order to strengthen resilience. The establishment of the model in the National Society is supported in cooperation with the Austrian Red Cross, ADA, Caritas.

## Result 7.1

Increased availability of psychological first aid through an established PFA and PSS Center with long-term sustainability.

## Result 7.2

Implemented Red Cross initiatives to ensure psychosocial inclusion of various target groups of population.

## 2022 Target indicators

- Over 10,000 people are informed about the importance of mental health in the population.
- 200 Red Cross of RNM volunteers are trained in providing PFA and PSS in emergencies, followed by supervision sessions.
- 50 people from the community are trained in psychological first aid.
- Established Red Cross of RNM Center for PFA and PSS for different target groups of the population.
- Provided PFA and PSS through open 5 telephone lines for people with disabilities and the elderly and delivery of services directly to the community.
- Conducted peer education, training packages and psychological support for civil servants, lobbying for the establishment of a legal framework for psychological support for guaranteed access to all citizens.
- Created methodology for peer education for mental health care among young people, trained 15 peer educators and raised awareness of more than 1,000 young people aged 14 to 18 through conducted over 70 peer education.





## SOCIAL HUMANITARIAN PROGRAMMES

### Context

Poverty and social exclusion are still challenges for part of the country's population. With a high percentage of old population, the Republic of North Macedonia does not lag behind in facing the numerous problems related to the aging of the population, as well as the challenges arising from the existing economic and social conditions. The availability of resources offered by the support systems in the country is a challenge for certain target groups of vulnerable populations in the communities. Long-term unemployment among people who do not have the appropriate qualifications is a challenge to their competitiveness in the labor market.

### Focus

Our focus of action will be on reducing the vulnerability of the population through the establishment and development of integrated access to social and health home care services, socially innovative models of the Emergency Button service, and other services in the community in order to cover more citizens. Continuous capacity building, as well as mobilization of resources in the communities with the support of relevant institutions will contribute to providing and meeting the appropriate needs of the vulnerable population, well-being and reducing loneliness, prevention of social risks, and providing psycho-social support to citizens faced with certain challenges in their lives.

The activities will be implemented in cooperation with the Ministry of Labor and Social Policy, the Ministry of Education and Science, the Austrian Development Agency, Caritas Austria, the Austrian and Swiss Red Cross, the Austrian Ministry of Social Affairs, the European Union, and other partners and supporters.

### Result 8.1

Improved living conditions and social inclusion of the older people and people with disabilities, through quality social services for assistance and care, and personal assistance in the home and in the community.

### Result 8.2

The potential for employment of long-term unemployed persons is increased by strengthening their professional and practical skills in caring for the older people and persons with disabilities.

### Result 8.3

Implemented Red Cross initiatives to ensure contribution to social inclusion of various target groups of the population.

### 2022 Target indicators

- Developed and disseminated Strategic Plan for social-welfare programmes 2022 – 2026.
- Provided trainings for acquiring professional knowledge for 270 unemployed vulnerable people for caregivers of older people and people with disabilities, palliative care and Alzheimer's, as well as 100 people trained for personal assistants for people with disabilities.
- Educated 36 educators for the implementation of the training program for caregivers for assistance and care to older people and people with disabilities.
- Delivered quality social services for help and care in the home for a total of 300 elderly people.
- Provided personal assistance to a total of 200 people with disabilities at home, at work and in the community.
- Additional expansion of the service for the older people at home – Emergency Button with initially covered 110 beneficiaries (older people and people with disabilities), of different social status in the city of Skopje by providing partnerships and donor opportunities to increase the capacity of beneficiaries to 150 citizens.

- 10 micro projects are supported to increase social inclusion and participation of the older people and people with disabilities in local communities.
- Contribution to improving socialization for over 320 children and youth with disabilities in day care centers and children in foster families.
- Raised awareness of over 1000 young people through peer education for fight against human trafficking.
- 33 RCB and CRC Skopje conducted a campaign to fight poverty and hunger and mobilize resources to help vulnerable populations.
- Promoted opportunities for reimbursement of personal home care services at through private insurance.



## ESTABLISHMENT OF SUSTAINABLE PARTNERSHIPS AND MOBILIZATION OF FUNDS

### Context:

In conditions of increased need to provide support for the implementation of program activities, the Red Cross of RNM is committed to finding a balanced approach to providing resources from a variety of sources. In order to provide quality services to a large number of vulnerable population, and smooth and efficient functioning of the national society, it is necessary to continuously undertake intensive activities to establish sustainable partnerships. Cooperation with government institutions, civil society, international organizations and agencies as well as cooperation with the corporate sector is one of the main priorities of the Red Cross of RNM, which contributes to partnership and joint initiatives to respond to the challenges faced by the population in communities.

### Focus:

Based on the Policy for mobilization of funds of the national society, as well as the development strategic directions, the Red Cross of the RNM will be guided in the efforts for mobilization of resources in order to provide adequate support for projects and initiatives aimed at meeting the needs of different target groups of population. In that direction,

activities will be undertaken for establishing long-term strategic partnerships with government institutions, international organizations and agencies. The Red Cross of RNM will continue the cooperation with the corporate sector and will make efforts to strengthen and develop support project initiatives of social interest. Special emphasis will be placed on strengthening the trust of the partners in conditions of economic challenges in the country by promoting quality services to the population with accountable, transparent and responsible implementation of joint initiatives supported by measurable performance indicators.

### Result 9.1

Determined development priority directions of the Red Cross of RNM for mobilization of funds from the corporate sector.

### Result 9.2

Established and enhanced cooperation with national and international partners to provide support in the implementation of Red Cross program initiatives.



## 2022 Target indicators

- Developed and disseminated Strategic Plan for mobilization of funds from the corporate sector 2022 - 2026.
- Promoted web application for donating funds to support program activities of the Red Cross of RNM.
- Established and strengthened cooperation with companies to support humanitarian initiatives of social interest.
- Prepared program for joint action in emergencies with partners from the corporate sector.
- Organized event for highlighting and awarding recognitions to partners for valorizing the cooperation and the provided support of the Red Cross.
- Following and participation in calls for various funds to support activities in areas of interest for of the national society.



# MIGRATIONS AS HUMANITARIAN IMPERATIVE

## Context

The number of migrants globally has increased significantly since 2000 and is expected to continue to grow as a result of conflicts, poverty and lack of quality employment opportunities. The climate crisis and pollution of the human environment also have a major impact on the migration of people in search of a better life. This leads to risks of exploitation and abuse by traffickers and other criminal groups, and limited access to basic services and care. The risks increase for both stateless persons and those who do not have official proof of identity. The new crisis hotspot in Afghanistan could also trigger a new wave of migrants from the region.

## Focus

Our focus throughout the year will be to ensure that all migrant people are safe and treated humanely and with dignity and to ensure that all people receive the support they need to thrive in an inclusive society. We will work to provide support to promote the protection of migrants and asylum seekers with an emphasis on vulnerable groups, women, children, and people with disabilities.

## Result 10.1

Provided humanitarian protection and support to persons in the border regions with special emphasis on persons with deteriorating health through provided access to medical facilities.

## Result 10.2

The program for integration of persons with regulated status in our country has been implemented through activities for personal growth and development of persons integrated in the community.



## 2022 Target indicators

- Provided humanitarian assistance to 20,000 irregular migrants and 2,500 people sheltered in transit centers.
- Activities for successful integration of 12 people in the local communities are realized through a specially created model in joint cooperation with the local self-government.

# HUMAN VALUES AND INCLUSION, AND PROMOTION OF IHL

## Context

Tensions as a result of the violation of basic humanitarian values are manifested in different ways in different places, creating new divisions in and between countries, regions and communities. These global changes lead to exclusion, and a less humane and empathetic world.

Dissemination as an important strategic communication tool promotes the work of the Red Cross, the history and significance of our Movement, our seven fundamental principles, the emblems of the Red Cross and Red Crescent, the auxiliary role of the Red Cross in the country, and encouraging humanitarian education as an approach of the Movement for promotion of human values, peace and tolerance.

Red Cross of RNM will work dedicatedly to promote IHL in the country by organizing and promoting activities with different target groups, especially the student youth, Army of RNM and Mol, and all responsible institutions that have a role in promoting and disseminating IHL in the Republic of North Macedonia, primarily the Parliament of the RNM and the government ministries.

## Focus

Our impact will be on protecting and promoting positive change for humanity, and nurturing humanitarian values and our fundamental principles. We will focus on initiatives that promote inclusion and diversity in providing opportunities, representation and decision-making, both within our own organization and throughout society. We

will strive for inclusion of young people in promoting and implementing initiatives and projects that will result in positive changes in our social environment.

The Red Cross will continuously invest in promoting the IHL and providing support to national authorities in harmonizing national legislation with international humanitarian law to ensure its effective implementation and monitoring of practical measures and activities and its dissemination in various segments of social life and the promotion of cooperation and coordination between the relevant institutions, including providing operational support for the functioning of the National IHL Committee in the Republic of North Macedonia. The dissemination program will be implemented in cooperation with the International Committee of the Red Cross. The program Red Cross in Action Promotion of Human Values will be implemented by the national society through RCB.

## Result 11.1

Raised awareness on the importance of international humanitarian law and the place and role of the Red Cross.

## Result 11.2

Volunteers aged 13 to 18 educated on dissemination and human values and trained to assess needs and develop small projects for the benefit of their community.

## 2022 Target indicators

- One training for RCB disseminators organized to promote international humanitarian law.
- Conducted dissemination trainings for different target groups (army, police, and educational institutions).
- Educated 1000 volunteers by 30 instructors and 40 disseminators to implement RCA-PHV activities at the local level.
- Developed 100 RCA-PHV projects to promote community well-being and provide support to 3,000 people.
- Promoted culture of diversity through the implementation of RCA-PHV Week.

## DEVELOPMENTAL APPROACHES

Red Cross of RNM places special emphasis in its work on promoting developmental approaches that are directly related to the changes set out in the Red Cross Strategy 2030 of Red Cross of RNM to which the national society aspires in the forthcoming period. They are primarily aimed at ensuring efficient and transparent operation, promoting cooperation, responsibility and trust, strengthening the capacities and strategic partnerships with local actors in the country, strengthening human resources and promoting the values of the Red Cross, digital transformation and mobilization of resources for sustainable operation of the national society.

## NATIONAL SOCIETY AS STRONG AND EFFECTIVE ACTOR IN THE COUNTRY

### Context

The National Society is going through a process of transformation in order to provide comprehensive measures to address the challenges and opportunities for development. We will achieve this through the adoption of new program strategies, implementation of priority programs and care to ensure continuous quality, sharing skills, knowledge, resources, investing in specialized organizational development assistance for Red Cross branches, and adapting to changing trends and contexts. We will continue to provide support to the most affected segments of society through the widespread structure of members and volunteers, as well as the opportunity to further mobilize resources for humanitarian purposes through the RCB/CRC Skopje.

### Focus

We will continuously work on promoting and strengthening the auxiliary role of the national society before the authorities for preparation of positive legal solutions and agreements that will enable more efficient action and promotion of the

overall activities of the national society. We will develop mechanisms that enable safe, accessible and equitable participation of people and communities in all phases of programs and operations in accordance with available capacity, and ensure their participation in decision-making processes. We will place special emphasis on upgrading the capacities of human resources and developing new attractive forms for organizing volunteer work and motivation of volunteers. We will promote partnerships to provide comprehensive support to different target groups and learn from the past to have a more successful future.

### Result 12.1

Strengthened auxiliary role of the national society as a respected and recognized impartial humanitarian actor in the country that promotes the principles, values and policies of the Movement to ensure a comprehensive humanitarian response to the needs of the population.

### 2022 Target indicators

- Conducted meetings with national institutions to promote the auxiliary role of the national society in the country and the place and role of the Red Cross of RNM in the social environment.
- Adjusted normative framework of the national society in accordance with a positive legal framework.



# TRUST AND RESPONSIBILITY

## Focus

We are committed to building trust with the people and communities we serve, our donors, partners and the public and within our Movement. We continuously invest in strengthening our transparency, in strengthening support systems and strengthening integrity, and in building our openness to listen, engage and act, embrace a culture of ethical practice, and establish personal and institutional accountability.

## Result 13.1

Red Cross of RNM will use innovative and transformational approaches to strengthen trust, transparency and accountability and maintain the integrity of the organization.



## 2022 Target indicators

- Prepared annual plan of action and report of the HQ of the Red Cross of RNM, CRC Skopje and the Red Cross branches.
- Prepared and shared project and program reports to donors to Red Cross of RNM programs and projects.
- Improved monitoring and evaluation system through conducted annual evaluation of the work of RCB/CRC Skopje.

# INSPIRING VOLUNTEERS AND MEMBERS

## Context

Volunteering and mobilizing Red Cross members and volunteers are key to ensuring a more inclusive society in which community representatives contribute to establishing a more efficient network of humanitarian workers working for the common good in our local communities. Promoting and expanding the volunteer base and membership is an important prerequisite for providing volunteer services to the Red Cross in order to make a positive contribution to the social environment, especially in times of crisis.

## Focus

We will work dedicatedly to motivate volunteering in the Red Cross of RNM through development of 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 are committed to strengthening our approaches in the area of volunteer management, providing a participatory work model and effective support for our volunteers and acknowledging the commitment and work of volunteers. We will pay special attention to ensuring safety and protection of volunteers, especially those working in crisis situations.

We will invest in providing diversity in our volunteer base and the opportunities available to all volunteers. We will pay special attention to reducing barriers to volunteering and provide greater volunteer engagement for the elderly, intergenerational cooperation and inclusion of people with disabilities, and other marginalized people who may not have been able to join the Red Cross before. We are investing in change where volunteers can provide the support, knowledge and resources and impact they want to see in the world in order to remain part of our Movement.

## Result 14.1

Established organizational standards for volunteer management and trained volunteers to provide volunteer services in the communities.

## Result 14.2

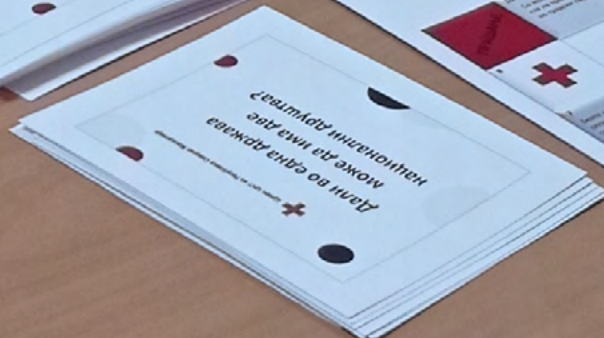
Inspired and mobilized volunteers to build a more inclusive social environment through volunteer programs that reflect the diversity of communities.

## Result 14.3

Established new Model for membership in the Red Cross of RNM and adapted normative framework of the national society for harmonization of the new Model for membership.

## 2022 Target indicators

- Disseminated Volunteering Strategy 2022-2026 at the local level.
- Upgraded orientation knowledge of 50 Red Cross of RNM orienteers and provided support for orienteer activities in 33 RCB and CRC Skopje.
- Conducted training for volunteer management for 33 representatives of RCB and CRC Skopje.
- Red Cross branches have established mechanisms for ensuring safety and protection and recognizing the engagement and work of volunteers.
- World Volunteer Day marked on December 5 and awards presented to individuals and forms for organizing volunteer work who achieved the best results in 2022.
- Upgraded software application for registering volunteers and members of the Red Cross of RNM.
- Shared experiences, knowledge and initiatives through the European Red Cross / Red Crescent Volunteer Development Network (ENDOV).
- Research conducted for the development of volunteering in the Red Cross of RNM.
- Developed and disseminated new Model for membership in the Red Cross of RNM accompanied with appropriate normative framework of the national society.



# EFFECTIVE FUNCTIONAL NETWORK

## Context

The Red Cross of RNM through its structure enables the implementation of activities towards the target groups in the communities, and the participation of local representatives in the management of the organization, decision making and policy definition. The different situations in the work at the local level in terms of program planning, setting priorities and setting target groups, the way work is organized and human resource management, are a product of the nature of the environment and the opportunities in the territory in which they operate, but also as well as the capacities, ambitions and motivations of the existing structures. Hence the need for an individual approach to improve the operability, functionality and effectiveness of all organizational levels of the organization, continuous upgrading of human resources, building financial stability and implementation of sustainable services for the population.

## Focus

Institutional development by strengthening the structure and capacities for service delivery, management and quality management.

Support in the development of the branch organizations by applying tools for situation

analysis, recognizing challenges and setting local development priorities. Strengthening youth work and introduction of innovative programs and content in line with youth trends. Conducting a timely and successful election process of representatives in the governing bodies.

## Result 15.1

Positive development changes in the National Society through the establishment of a strong management structure at local and national level.

## Result 15.2

Conducted analyzes and activities for intensive development of RCB through the application of a mentoring approach in 8 RCB and implemented uniform tools of the International Federation of Red Cross and Red Crescent societies for development of 5 RCB.

## Result 15.3

Improved network of the Youth Clubs on the territory of RNM that provide quality services to the community and are also active actors in encouraging local and national youth activism.

## 2022 Target indicators

- Successfully conducted election process for the term 2022-2026 in 33 RCB/CRC Skopje and the Red Cross of RNM.
- Conducted orientation training for newly elected governing structure of RCB/ CRC Skopje.
- Strengthened capacities of RCB for work and functioning of grass-root Red Cross organizations.
- Implementation of the BOKA tool of the International Federation of Red Cross and Red Crescent piloted in 4 RC branches.
- Conducted process for determining local development strategies in the Red Cross branches.
- Continuous education and support to youth representatives from 33 Youth Clubs of Red Cross and CRC Skopje.
- Regular working meetings for exchange of experiences and promotion of the joint work of the representatives of the governing bodies.

## DIGITAL TRANSFORMATION AND COMMUNICATION

The digital transformation is recognized as an important component in the development of the National Society of the Red Cross of the Republic of North Macedonia. According to the Strategy 2030 and the Strategy for Digital Transformation of the International Federation of Red Cross and Red Crescent Societies, in the next decade, digital transformation should be one of the key focuses in the work of national societies which will contribute for greater community involvement in the work of the organization, optimization of processes and transformation of humanitarian services.

It is a complex process that involves several stages of implementation. The first phase includes the preparedness of the National Society to undertake

activities to start the process by analyzing the current situation in terms of human resources, information technologies and humanitarian services that can be part of this process. In the second phase, based on the identified situation, a policy for digitalization and digital transformation should be developed, which will set the postulates and the directions in which the National Society would develop. The mobilization of the necessary human and financial resources and the operationalization of the policy are envisaged in the third phase. Digital transformation is a continuous process that as soon as it reaches the third phase, it will constantly evolve and improve in accordance with current needs and trends.



### 2022 Target indicators

- Conducted analysis of the current situation in terms of human resources, information technologies and humanitarian services for initiation of the process of digital transformation.
- Developed policy for digitalization and digital transformation of the Red Cross of the Republic of North Macedonia.
- Adopted and disseminated communication strategy in 33 RCB and CRC Skopje.
- Provided information for volunteers, partners, associates and supporters for the activities realized at local, national and international level by publishing 100 issues of the e-newsletter "Info".
- Published and printed promotional materials, strategic documents, publications and post stamps defined by the Law on the Red Cross and program and project activities within the publishing activity of the national society.
- Provided comprehensive data protection and information security in 33 RCB and CRC Skopje.
- Created e-learning platform for strengthening the skills and raising awareness of the volunteers, staff and the general population on topics related to the work of the Red Cross of the Republic of North Macedonia.

# FINANCING

## Context

We are aware that due to the complexity and scope of humanitarian and development challenges, it will be necessary to establish new partnerships, alternative sources of capital and funding to achieve the goals of the organization. We will continue to invest in creating an investment and support strategy through mobilization and financing approaches and strengthened financial and program management and accountability. We will achieve this through diversity of partnerships and raising funds through innovative business models and new financial mechanisms. On the other hand, we will work on regular financial monitoring and evaluation to ensure compliance with norms and procedures, accuracy of financial data and practices and efficiency, cost-effectiveness and effectiveness of spending funds by RCB/CRC Skopje.

## Focus

We will develop new tools to improve financial stability through project operations and asset mobilization and the establishment of an efficient, sustainable system for mobilizing funds at national and local level. We will work to improve financial accountability at national and local level to provide information on opportunities to improve the implementation of the organization's programs and

projects and effective financial operations at the local level. It will enable us to learn organizationally and share knowledge by going back and sharing experiences and lessons regarding the success of financial operations.

Through the accountability for the spent funds we will have a clear insight whether our work is carried out as planned and whether it is in accordance with the established material and financial standards of the organization and the established criteria of donors and supporters who provide support for our programs and projects to enable better perception of our work, openness to criticism, and a desire to learn from experience and adapt to changing needs.

## Result 16.1

Improved financial accountability and mobilized financial resources for effective implementation of the projects and programs of the national society.

## 2022 Target indicators

- The Red Cross of RNM headquarters receives positive feedback from three external audits on projects implemented with the financial support of partner organizations and the overall operation of the Red Cross of RNM.
- All RCB / CRC Skopje have submitted annual financial reports to the Red Cross of RNM.
- Conducted monitoring and evaluation of the financial operations of 15 RCB.
- Conducted workshop with representatives of RCB/CRC Skopje for financial management of the realized revenues and expenditures.
- The National Society has mobilized 154,527,842.00 denars for the implementation of project and program activities.

## RED CROSS PANEL DISCUSSIONS

During 2022, the Red Cross of RNM plans a series of panel discussions in order to initiate discussion and exchange of expert views of eminent experts and opinion leaders in several areas that affect the work of the Red Cross to encourage interaction and new initiatives for raising public awareness on the importance of the Red Cross mission in the Republic of North Macedonia and for better presentation of the role, tasks and services of the Red Cross as an auxiliary to the authorities and a leader in humanitarian action in the country.

By sharing facts or personal experiences, panelists from different social spheres will have the opportunity to present their opinions and views related to the work of the Red Cross and will offer answers to questions from the audience that we expect to initiate new modalities and initiatives to better position the Red Cross in the social framework and provision of comprehensive services supported by state institutions and partner organizations from the country and abroad. The panel discussions are scheduled to take place in the period March / May and September / November 2022 on the following topics:

- 1. Panel Discussion** - The importance of humanitarian aspects in International Humanitarian Law
- 2. Panel discussion** - The role of the Red Cross as an auxiliary to the authorities in dealing with humanitarian challenges in the country
- 3. Panel discussion** - The importance of volunteering as a social value
- 4. Panel discussion** - Development of sustainable social services to support different target groups of the population
- 5. Panel discussion** - The role of the Red Cross in coping with modern health challenges
- 6. Panel discussion** - Young people as promoters of the values of the Red Cross



## BUDGET

The Red Cross of the RNM 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 2022 is increased for 18,55% compared to the last year's budget. The increase comes as a result of the income on basis of projects from foreign donors, income from services for personal assistance to persons with impairments and home care for older persons and increased income from the blood donation programme, support from the Government of RNM for stock reserves and the increased income for initiation for implementation of amendments and additions to the Law on Road Safety.

The planned own income participates with 28.14% in the total income which in nominal figures represents a decrease compared to last year. The income from organs and donors participates with 71.86% in the total income and it is increased in nominal figures compared to last year when it amounted to 61,76%.

In the area of expenditures, the capital expenditures amount to 0,68%, and the running expenditures amount to 88,71% and the expenditures for donations and assistance amount to 10,61% 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.

83,94% of the total expenditures in the Budget for 2022 relate to the expenditures of RCB and the CRC Skopje. It is important to emphasize that 42,65% of the total budgeted expenditures of the Headquarters are for direct transfers to the RCB for implementation of their programme activities, which in nominal figures is approximately the same as in 2021 as a result of transfer of funds for the projects from foreign donors. 82.85% of the total budget of the head office of Red Cross of RNM are intended for support of the RCB. 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 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 accurate comprehensive data base of financial data and enhancement of the overall capacities of the national society.

The budget of Red Cross of RNM is realistic, concise, precise, and balanced and the defined resources in the Budget for 2022 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 2022

	%	2022	2021	2020
<b>TOTAL INCOME</b>	<b>100.00</b>	<b>154,527,842.00</b>	<b>124,239,157.00</b>	<b>104,297,540.00</b>
Own sources	29.07	44,913,800.00	47,504,800.00	34,213,800.00
From organs and donors	70.93	109,614,042.00	76,734,357.00	70,083,740.00
<b>TOTAL EXPENDITURES</b>	<b>100.00</b>	<b>154,527,842.00</b>	<b>124,239,157.00</b>	<b>104,297,540.00</b>
Running expenditures	87.56	135,307,342.00	114,500,457.00	101,909,340.00
Capital expenditures	1.96	3,033,700.00	4,476,400.00	1,336,400.00
Assistance and donations	10.48	16,186,800.00	5,262,300.00	1,051,800.00
<b>BALANCE</b>		<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

## I N C O M E

Description	Own sources of income	Income from organs/donors	Budget2022	Budget 2021	Budget2020
<b>TRANSFERS AND DONATIONS</b>					
Ministry of Labor and Social Policy – programme activities	9,075,000.00		9,075,000.00	9,075,000.00	9,075,000.00
Government of the Republic of North Macedonia (for stock reserves)		15,000,000.00	15,000,000.00		
Blood Donation – Ministry of Health		11,000,000.00	11,000,000.00	8,000,000.00	8,500,000.00
Social Welfare programmes	5,200,000.00	18,437,949.00	23,637,949.00	5,300,000.00	2,623,000.00
Organizational Development	200,000.00	100,000.00	300,000.00	200,000.00	400,000.00
First Aid	8,500,000.00	505,000.00	8,005,000.00	5,500,000.00	3,800,000.00
Health Preventive Programmes		11,309,308.00	11,309,308.00	4,012,794.00	0.00
Youth		132,000.00	132,000.00	450,000.00	210,000.00
Disaster Preparedness and response	50,000.00	2,154,585.00	2,204,585.00	11,229,254.00	1,696,640.00
Dissemination		156,000.00	156,000.00	152,400.00	0.00
RCA-PHV		594,000.00	594,000.00	0.00	300,000.00
Public Relations			0.00	0.00	0.00
Restoring family links		775,200.00	775,200.00	589,909.00	1,905,500.00
International Cooperation			0.00	0.00	0.00
Mobilization of funds	1,100,000.00		1,100,000.00	3,690,000.00	0.00
Human Resources and Monitoring and Evaluation			0.00	0.00	507,600.00
Creation of Polices and Volunteer and Membership Management		250,000.00	250,000.00	250,000.00	400,000.00
<b>TAX EXEMPTED INCOME</b>					
From RC branches (membership fee)	1,770,000.00		1,770,000.00	1,770,000.00	1,770,000.00
Donations from natural persons	200,000.00		200,000.00	200,000.00	140,000.00
Donations from legal persons	600,000.00		600,000.00	600,000.00	600,000.00
Additional post stamps (Red Cross Law)	50,000.00		50,000.00	100,000.00	400,000.00
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	60,000,000.00
From courses for lifeguards	50,000.00		50,000.00	50,000.00	100,000.00
Balance brought forward from last year	5,400,000.00		5,400,000.00	5,400,000.00	4,200,000.00
<b>TOTAL INCOME</b>	<b>44,913,800.00</b>	<b>109,614,042.00</b>	<b>154,527,842.00</b>	<b>118,488,157.00</b>	<b>98,546,540.00</b>

# EXPENDITURES

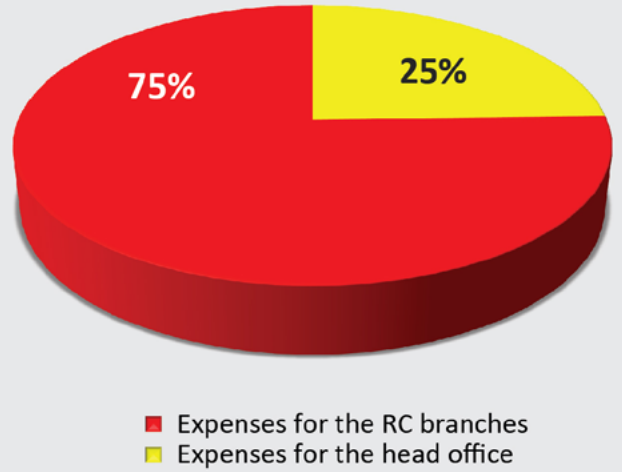
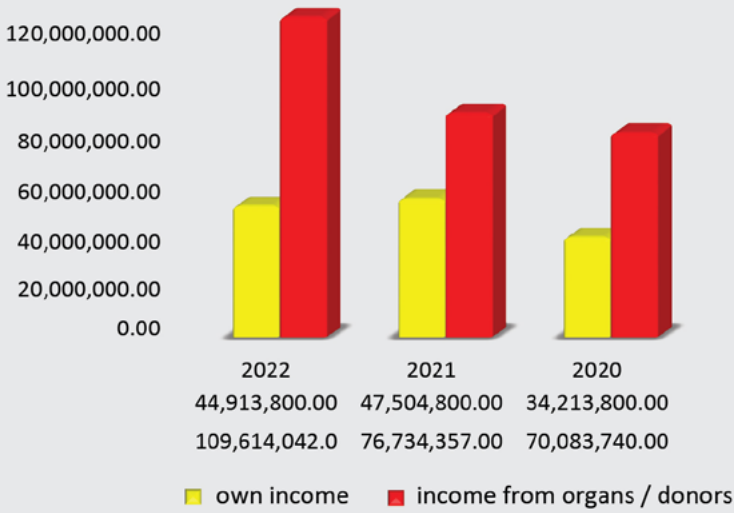
Description	Own sources /donors	Income from organs	Budget2022	Budget2021	Budget2020
<b>RUNNING EXPENDITURES</b>					
<b>BASIC SALARIES AND COMPENSATIONS</b>					
Gross salaries for employees	12,654,924.00	5,430,036.00	18,084,960.00	16,642,800.00	14,472,000.00
Compensation for annual vacation	0.00		0.00	0.00	0.00
Other compensations	60,000.00		60,000.00	60,000.00	40,000.00
<b>CONTRIBUTIONS FOR SALARIES AND PERSONAL TAX ON SALARIES</b>					
Personal tax on compensations (perdiem, jubilee premium)	30,000.00		30,000.00	30,000.00	30,000.00
<b>TOTAL EXPENDITURES FOR SALARIES</b>	<b>12,744,924.00</b>	<b>5,430,036.00</b>	<b>18,174,960.00</b>	<b>16,732,800.00</b>	<b>14,542,000.00</b>
<b>PERDIEM AND DAILY EXPENSES</b>					
Travel abroad	370,000.00		370,000.00	250,000.00	250,000.00
<b>COMMUNAL FEES</b>					
Electricity	400,000.00	849,000.00	1,249,000.00	660,000.00	660,000.00
Water	48,000.00		48,000.00	48,000.00	60,000.00
Waste disposal	90,000.00		90,000.00	90,000.00	90,000.00
<b>HEATING</b>					
Central heating	480,000.00		480,000.00	480,000.00	480,000.00
<b>COMMUNICATION AND TRANSPORT</b>					
Post office	100,000.00		100,000.00	30,000.00	30,000.00
Telephone and fax	470,000.00	360,000.00	830,000.00	780,000.00	720,000.00
Perdiem in country and abroad	70,000.00	123,000.00	193,000.00	50,000.00	100,000.00
Fuel	700,000.00	300,000.00	1,000,000.00	300,000.00	360,000.00
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)	114,000.00		114,000.00	84,000.00	84,000.00
<b>MATERIALS</b>					
Office material	280,000.00	228,500.00	508,500.00	220,000.00	220,000.00
Magazine subscription and literature	46,000.00		46,000.00	46,000.00	46,000.00
Tapes, cassettes, for audio/video equipment	100,000.00		100,000.00	100,000.00	100,000.00
Xerox, printing and publication of material	2,530,000.00	1,878,000.00	4,408,000.00	2,771,000.00	2,395,000.00
Organizational Development	390,000.00		390,000.00	200,000.00	200,000.00
Information and Communication	70,000.00		70,000.00	170,000.00	150,000.00
Dissemination			0.00	0.00	0.00
Health preventive programmes			0.00	0.00	0.00
First Aid	830,000.00		830,000.00	280,000.00	280,000.00
International cooperation			0.00	0.00	0.00
Blood Donation		1,448,000.00	1,448,000.00	1,025,000.00	1,025,000.00
Social Welfare programmes	100,000.00	430,000.00	530,000.00	456,000.00	100,000.00
Restoring family links			0.00	0.00	0.00
Mobilization of Funds	50,000.00		50,000.00	50,000.00	50,000.00
Creation of Polices and Volunteer and Membership Management	590,000.00		590,000.00	590,000.00	590,000.00
Disaster Management	50,000.00		50,000.00	0.00	0.00
RCA-PHV	150,000.00		150,000.00		
Youth	100,000.00		100,000.00	0.00	0.00
Human Resources and Monitoring and Evaluation	200,000.00		200,000.00		
Beverages, food items, hygiene material	250,000.00		250,000.00	168,000.00	173,000.00
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	1,875,999.00	2,035,999.00	602,000.00	603,528.00
Other materials	450,000.00		450,000.00	450,000.00	450,000.00
<b>RUNNING MAINTENANCE</b>					
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	100,000.00
Maintenance of the software and hardware	660,000.00	312,000.00	972,000.00	516,000.00	516,000.00
<b>CONTRACTUAL SERVICES</b>					
Fees for solicitor	120,000.00		120,000.00	120,000.00	120,000.00

Seminars and meetings	7,785,000.00	16,241,406.00	24,026,406.00	14,464,462.00	9,366,650.00
Organizational Development	110,000.00	250,000.00	360,000.00	367,000.00	20,000.00
Information and Communication	25,000.00		25,000.00	25,000.00	30,000.00
Dissemination	3,000.00		3,000.00	3,000.00	0.00
RCA-PHV		470,000.00	470,000.00	0.00	150,000.00
Health preventive programmes	50,000.00	9,146,926.00	9,196,926.00	50,000.00	50,000.00
First Aid	1,080,000.00	505,000.00	1,585,000.00	410,000.00	410,000.00
Blood Donation		440,000.00	440,000.00	375,000.00	375,000.00
Social Welfare programmes	3,125,000.00	3,966,380.00	7,091,380.00	5,745,000.00	3,434,000.00
Restoring family links	10,000.00	131,100.00	141,100.00	113,567.00	741,250.00
Mobilization of Funds	390,000.00	600,000.00	990,000.00	0.00	0.00
Youth	50,000.00		50,000.00	0.00	0.00
Disaster Management	594,000.00	600,000.00	1,194,000.00	4,383,195.00	1,100,800.00
Creation of Polices and Volunteer and Membership Management	780,000.00		780,000.00	100,000.00	500,000.00
Governing Board meetings	100,000.00		100,000.00	100,000.00	100,000.00
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	500,000.00		500,000.00	350,000.00	350,000.00
Youth Council/Coordination body/Youth Academy/ Programme for enhancing youth capacities	650,000.00		650,000.00	178,100.00	147,000.00
Youth Camp /					
European coordination meeting	118,000.00	132,000.00	250,000.00	150,000.00	150,000.00
Human Resources and Monitoring and Evaluation			0.00	507,600.00	507,600.00
Seminars and meetings			0.00	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	250,000.00
Other financial services (part time contracts)	3,367,764.00	3,911,104.00	7,278,868.00	4,564,813.00	2,234,162.00
Other contractual services (customs, manual labor, court decisions, rent)	50,000.00	369,000.00	419,000.00	50,000.00	50,000.00
External audit	100,000.00	120,000.00	220,000.00	100,000.00	100,000.00
Membership fee in int. organizations	206,000.00		206,000.00	206,000.00	206,000.00
<b>OTHER OPERATIONAL EXPENDITURES</b>					
Fundraising	100,000.00		100,000.00	100,000.00	100,000.00
Expenses for international cooperation	30,000.00	50,000.00	80,000.00	50,000.00	350,000.00
<b>TRANSFERS TO RCB/CRC Skopje</b>					
Transfers to RC branches		65,045,609.00	65,045,609.00	65,215,382.00	62,251,000.00
5%procurement and upgrading of software and equipment	297,000.00		297,000.00		
Disaster Management Fund	1,728,000.00		1,728,000.00		
Development Fund and Projects	1,728,000.00		1,728,000.00	2,613,000.00	2,613,000.00
Visibility Fund	1,404,000.00		1,404,000.00	1,404,000.00	1,404,000.00
<b>TOTAL RUNNING EXPENDITURES</b>	<b>38,213,688.00</b>	<b>97,093,654.00</b>	<b>135,307,342.00</b>	<b>114,500,457.00</b>	<b>101,909,340.00</b>
<b>CAPITAL EXPENDITURES</b>					
<b>PROCUREMENT OF FURNITURE AND OFFICE MATERIAL</b>					
Procurement of office furniture	200,000.00		200,000.00	0.00	0.00
Procurement of equipment (HQ/Operational Centre)	200,000.00	233,700.00	433,700.00	686,400.00	686,400.00
<b>PROCUREMENT OF VEHICLES</b>					
Procurement of a car			0.00	3,690,000.00	600,000.00
<b>BASIC AND SPECIAL MAINTENANCE</b>					
Capital investments in RC branches			0.00	0.00	0.00
Development Support for RC branches	200,000.00		200,000.00	0.00	0.00
Reconstruction and renovation of buildings	2,200,000.00		2,200,000.00	100,000.00	50,000.00
<b>TOTAL CAPITAL EXPENDITURES</b>	<b>2,800,000.00</b>	<b>233,700.00</b>	<b>3,033,700.00</b>	<b>4,476,400.00</b>	<b>1,336,400.00</b>
<b>ASSISTANCE, DONATIONS AND OTHER FEES</b>					
Assistance, donations and other distributions in kind	1,186,800.00		1,186,800.00	1,186,800.00	1,051,800.00
Assistance, donations and other distributions in cash		15,000,000.00	15,000,000.00	4,075,500.00	
<b>TOTAL DONATIONS, ASSISTANCE AND OTHER FEES</b>	<b>1,186,800.00</b>	<b>15,000,000.00</b>	<b>16,186,800.00</b>	<b>5,262,300.00</b>	<b>1,051,800.00</b>
<b>TOTAL EXPENDITURES</b>	<b>42,200,488.00</b>	<b>112,327,354.00</b>	<b>154,527,842.00</b>	<b>124,239,157.00</b>	<b>104,297,540.00</b>
Expenditures for Red Cross of RNM HQ	26,498,488.00	17.15		38,000,288.00	24.59
Expenditures for RC branches	128,029,354.00	82.85		116,527,554.00	75.41
<b>TOTAL</b>	<b>154,527,842.00</b>	<b>100</b>	<b>TOTAL</b>	<b>154,527,842.00</b>	<b>100.00</b>

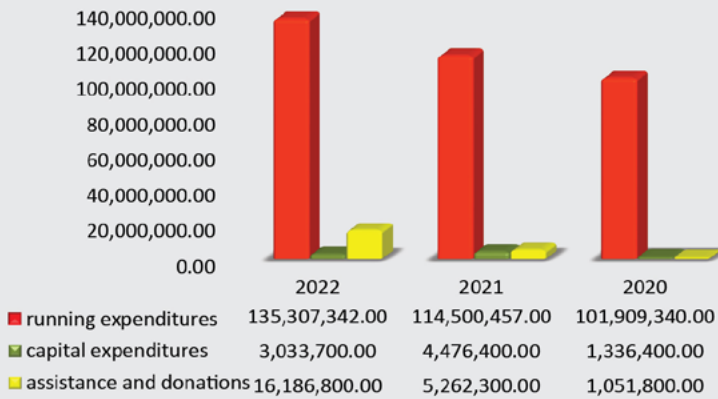
Finance and Audit Department  
Zaklina Popovich

Secretary General  
Ph.D. Sait Saiti

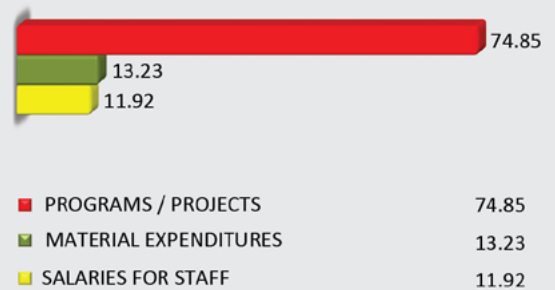
## INCOME IN 2022



## EXPENDITURES IN 2022



## STRUCTURES OF EXPENDITURES OF THE RED CROSS OF RNM



[www.redcross.org.mk](http://www.redcross.org.mk)