DRAFT ACTION PLAN ON PROTECTION AND PROMOTION OF THE RIGHTS OF THE PERSONS BELONGING TO COMMUNITIES[1]

Stemming from the comprehensive constitutional, legal and institutional system for protection of **communities** in North Macedonia, this Action Plan provides for a set of measures aimed at further improvement of the rights of the **persons belonging to communities** in the field of non-discrimination, fight against hate speech and education.

1. Introduction

This Action Plan has been developed in line with paragraph 35 of the Negotiating Framework for North Macedonia, approved by the Council of the EU on 18 July 2022. Paragraph 35 of the Negotiating Framework outlines that North Macedonia will adopt through an inclusive process an Action Plan dedicated to the protection of the rights of persons belonging to communities, including, inter alia, in the field of non-discrimination, fight against hate speech, education, setting up effective measures, reporting mechanisms and identifying respective responsible institutions. Hence the overall goal of this plan is to promote and improve the rights of the communities and achieve sustainable social cohesion in the Macedonian interethnic society at local and national level.

The Action Plan complements the existing legal and institutional framework for protecting the rights of the communities, aiming to further strengthen these rights through improved coordination, implementation and legal measures. The EU emphasizes the importance of protecting minorities and expects North Macedonia, as a future member, to uphold core EU values such as democracy, equality, the rule of law, and human rights, as outlined in Article 2 of the Treaty on European Union. Progress in accession talks will be measured against the Copenhagen criteria, particularly the stability of democratic institutions and minority protection. The EU has also called for a transparent and inclusive process to develop a roadmap for reforms under Chapters 23 and 24 on the rule of law, to be guided by priorities identified in the screening reports.

[1] *This is a working document and does not represent a final or officially endorsed position. Its content remains subject to further refinement pending comprehensive expert review and consultation with relevant institutional and external stakeholders. No part of this draft should be interpreted as binding or conclusive until formally finalized and duly approved through the appropriate procedures.*

2. Methodological approach

2.1. The process of preparation of the Action Plan *[WILL BE FURTHER DEVELOPED]*

To develop this Action Plan, an intersectoral Working Group was established, chaired by the Ministry of Foreign Affairs and Foreign Trade and comprising representatives from various sectors. The preparation process was characterized by a comprehensive and inclusive consultation involving national and international experts, relevant state and municipal authorities, civil society, and other key stakeholders: Ombudsman, Commission for Prevention and Protection from Discrimination, Agency for Community Relations and the Participatory Forum etc. This process also included open and inclusive engagement with representatives of national communities. Additionally, expert support was provided by the Council of Europe through the activation of the European Union and Council of Europe's Expertise Coordination Mechanism.

To ensure full alignment between the measures and activities outlined in this Action Plan and the findings of the Screening Report for Cluster 1, as well as those incorporated in the Rule of Law Roadmap, a dedicated coordination effort was undertaken with the Ministry of European Affairs and the Ministry of Justice.

2.2. The scope of the Action Plan

The Action plan is based on the requirements of the Negotiating Framework and the Screening Report, and in line with the Roadmap for the rule of law chapters (part on the Fundamental Rights) as well as the national policy documents aimed at the protection and improvement of the rights of the communities.[2]

However, in terms of the issues and challenges in the area of the rights of the persons belonging to the communities the relevant standards are provided by the Council of Europe Framework Convention for the Protection of the National Minorities and European Charter for Regional or Minority Languages as well as by the UN Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities. In this sense, in addition to the European Commission assessment given in the Screening Report, in defining the main challenges, priorities and needs, this Action Plan is based on the findings and recommendations of the relevant bodies such as Advisory Committee on the Framework Convention for the Protection of the National Minorities and other relevant bodies. This has been also underlined in the Screening Report which encourages authorities "to implement the recommendations of the Advisory Committee of the Framework Convention on National Minorities and the relevant resolutions of the Committee of Minister of the Council of Europe".

However, while considering all the recommendations of those bodies, this Action Plan puts the focus on the priority areas as identified in the Negotiation Framework, the Screening report and the national strategic documents:

[2] With this in mind, it is also important to take note on some terminological differences. Namely, while the Council of Europe in its Framework Convention operates with the term "national minorities", the language of this document, based on the Constitution, and the legislation of North Macedonia uses "communities" instead.

- non-discrimination[3]
- fight against hate speech[4]
- education

while for the rest of the areas recognised by the Framework Convention [5] refers to and relies on the efficient implementation of other relevant policy documents, namely The Rule of Law Roadmap (RLDM) and the relevant national policy documents, as referred in the Screening Report which recommends "to further promote an integrated society and One society for all Strategy, increase efforts to prevent human rights violations."

Namely, as it has been concluded by the EC, "the National strategy "One Society for All and Interculturalism" is partially implemented by the authorities in order to promote a multi-ethnic society and is pending updated adoption for the period 2023- 2025."[6] The same approach has been taken by the Commission regarding the Roma Strategy where, the adoption of the strategy has been assessed as "a positive step to align with the EU Roma framework" with the additional remark of the EC that the document does not systematically address participation, empowerment, capacity building, fighting digital exclusion and improving mainstreaming of Roma inclusion in the relevant national policies (TBD).

In order to ensure full coherency between these documents, this Action Plan also includes clear references to the relevant policy documents and the relevant measures therein. It aims not to duplicate reform measures already contained in those documents but rather to define them more precisely and to adapt them to the need to ensure a more specific protection from discrimination, and hate speech of persons belonging to the communities whose needs for the protection are not always the same as needs of other vulnerable groups. The last, but not less important, a number of activities included in the three priority areas tackle to the significant extent the rest of pillar areas as defined in the Framework Convention, and they have been mostly placed in the Antidiscrimination Chapter of this Action Plan in order to address some of the issues raised in the Screening Report Finally, taking into account that the constitutional, legal and institutional system of the protection of persons belonging communities in North Macedonia, this Action Plan also includes a brief overview of the main legal and institutional elements of that system, in order to enable easier understanding of the interconnection of the measures, activities and stakeholders responsible for their implementation as given in the table of the Action Plan below.

[3] "Special attention should be given to the protection of rights and non-discriminatory treatment of citizens belonging to minorities or communities", Screening Report, page 67.

[4] "Increase effectiveness in addressing hate crime and hate speech", page 67. See also page 59.

[5] The Framework Convention main pillars: The right to self-identification; Non-discrimination and equality; Promotion of the cultural of diversity; Tolerance and intercultural dialogue; Protection from hostility and violence, with a special focus on the fight against hate speech and the hate crime; Media; Linguistic rights; Education; Participation.

[6] Ensuring the realisation of the rights of persons belonging to smaller non-majority communities and proper implementation of the One Society strategy, require improved coordination between competent authorities, such as the Ministry for Political Systems and Inter-Community Relations and the Ministry of Social Policy, Demographics and Youth, Screening Report, page 67.

3. Legal and Institutional Framework

The legal framework for the protection and promotion of the rights of persons belonging to the communities, non-discrimination and effective equality, is provided by the Constitution, laws and ratified international agreements[7]. In addition to this, North Macedonia has adopted a comprehensive policy and strategic framework in this field.

Constitution: The basic human rights and freedoms of citizens, which are recognized by international conventions, are among the core ideals of the constitutional order based on concept of individual rights and the civils society. The right of non-discrimination and effective equality is determinate in Article 9 of the Constitution: "Citizens of the Republic of North Macedonia are equal in freedoms and rights, regardless of gender, race, colour of the skin, from the national and social origin, from the political and religious belief, from the property and social position". Article 48 of the Constitution is especially devoted to the rights of communities (free declaration, cultivation and developing of the identity, right of using of symbols, right of establishing cultural, artistic and educational institutions and associations, right of education in minority language in primary and high school). By the constitutional changes initiated by the Ohrid Framework Agreement a set of amendments were adopted that improved the rights of communities, especially amendments from IV to XVIII, which are related to the issues of languages, equitable representation etc.

Policy framework: In accordance with the above-mentioned principles, the mission of the National Strategy for Equality and Non-Discrimination 2022-2026 is defined as "Effective prevention and protection against discrimination by respecting the principle of equality and the prohibition of discrimination against any person and/or group of persons, based on their personal characteristics, especially vulnerable social groups".

In the same direction, the Gender Equality Strategy 2022-2027 is a strategic document that provides a framework for the full equality of women and men as a cross-sectoral, horizontal and universal social and political priority.

In 2021, the Assembly of North Macedonia adopted the Strategy for Regional Development 2021-2031, in which the second strategic goal is "attractive planning regions, with improved local services, effective access to the labour market, and a higher degree of gender equality and effective social protection of the most vulnerable population groups".

The Roma Inclusion Strategy 2022-2030 is a continuation of the commitment and efforts of North Macedonia with the full integration of the Roma community in society. The strategy has 8 priority areas for measures in employment, housing, education, health, culture, anthigypsyism, civil registration and poverty.

[7] UN documents: Universal declaration for Human Rights; International Convention on the Elimination of all Forms of Racial Discrimination; Universal Covenant on Economic, Social and Cultural Rights; Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities; UNESCO Universal Declaration for Cultural Diversity Council of Europe; Convention for the Protection of Human Rights and Fundamental Freedoms; Framework Convention for Protection of National Minorities; European Charter for Regional or Minority Languages (signed not ratified)

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National strategy for the development of the concept of "One society and interculturalism" from 2020-2022, is a document that was prepared for the first time in North Macedonia, taking into account the societal complexities on various grounds, and is the first strategy for interculturalism in Europe. The Strategy 2020-2022 initiated activities to strengthen the processes of communication and cooperation between communities in the direction of creating a society in which everyone will feel like an equal member of society.

Legal framework: The legal framework governing the protection of communities and their cultural, linguistic, religious and other identities in North Macedonia is comprehensive and well established. It consists *inter alia* of the following laws:

The Law for the rights of communities that are less than 20% of the population in the Republic of North Macedonia: The law generally provides for constitutionally guaranteed rights of the communities. The law stipulated the setup of an Agency in order to harmonize the implementation of the provisions within the Ohrid Framework Agreement dealing with the protection of minorities and securing the exercise of rights for communities making up less than 20% of the population.

The Law on Committee for Inter-Ethnic Relations: The Law provides guidelines for the election and composition of a Committee for Inter-Ethnic Relations, as well as provision for using of the so- called double majority or "*Badinter* majority" for voting in a Parliament.

The Law on Local Self-Government: Article 55 of the Law stipulates that municipalities where at least 20% of the total population within the municipality – determined in the last population census – are members of a certain community, a Commission for Inter-Community Relations (CICR) shall be established. The Commission shall be composed of an equal number of representatives from each community represented in the municipality. The Commission shall consider issues relating to relations between the communities represented in the municipality and provide opinions and suggestions on ways to address them. The municipal Council is obliged to consider the opinions and proposals.

The Law on primary school: This law guarantees communities' right to education in their mother tongue as well as the right to appoint teachers who can teach pupils from the various communities in their mother tongue. Handling of pedagogical documentation in languages other than Macedonian for members of the various communities; the publishing and use of pedagogical textbooks in the language of the various communities; as well as the participation of members of the communities in commissions for evaluation of textbooks, are also guaranteed by this law.

The Law on secondary education: The Law regulates the organization, functioning and management of secondary education. The right to education in a national minority language is guaranteed. So is the issuing of certification of national minority language education and the approval of pedagogical textbooks in minority language.

The Law on textbooks for primary and secondary education: The Law governs the production and approval of textbooks for primary and secondary education. Monitoring and assessment of the use of these textbooks in educational activities is also regulated.

Law on culture*:* The Law determines those elements of culture that are considered as fundamental values of the state. One of the priorities is "providing conditions for realization and protection of cultural identity of communities" in the Republic of North Macedonia.

Law on the use of languages*:* The Law regulates the use of minority languages spoken by at least 20% of population at the national level or in the various units of local self-government.

Law on the use of flags of the communities in Republic of North Macedonia: The Law regulates the manner in which the communities in North Macedonia can use flags for expressing their identity and characteristics in public, official and private life.

Law on holidays: This law stipulates the state holidays in North Macedonia as well as other holidays and non-working days.

Law on Audio and Audiovisual Media Services: Improvement and protection of the cultural identity, the languages and traditions of the communities, respect for the differences among them, as well as promotion of the culture of public dialogue are stipulated among the purposes of the Law. In this sense: it prescribes these values as part of the principles to be respected by the audio and audiovisual media services while performing their work; it stipulates the number of radio and TV services in the languages of the communities aired by the Public Service Broadcaster (PSB) with special emphasis on the role of the PSB for nurturing and improving the knowledge and understanding of the cultural identity of communities as well as strengthening the mutual understanding and tolerance among the communities.

The relevant institutional framework in charge of implementation of the above-described legal framework is mainly consisted of the following institutions and/or bodies:

The Committee for Inter-Community Relations: established based on Amendment XII of the Constitution, which refers to Article 78, the Committee considers issues of inter-community relations in the Republic and makes appraisals and proposals for their solution. The Assembly of the Republic of North Macedonia is obliged to consider the opinions and proposals of the Committee.

Ministry for Inter-Community Relations: established in 2019 as a continuation of the former Secretariat for the implementation of the Ohrid Framework Agreement, it is mandated to *inter alia* promote the rights and identities of community members, monitor language rights and inter-community relations at all levels, prepares reports and recommendations for the Government and relevant bodies and supports fair representation in employment. The Ministry also includes departments dedicated to advancing education and promoting the culture of the communities.

The Agency for Community Rights Realization: The main objective of the Agency is to enable greater integration of community members as equal citizens of the country in all spheres of social life, while preserving their right to express their ethnic and cultural particularities. The Agency monitors the implementation of laws related to the rights of communities making up less than 20% of the population as well as the enforcement and implementation of activities related to the position, rights, liabilities and development capabilities of the communities. It also cooperates with CSOs and other organizations that are dealing with the rights of communities and the municipalities, through sharing opinions and experiences in order to resolve issues related to the exercise of rights of communities, through so-called ***Participatory Forum*** – informal, advisory and consultative body independent of the Agency and consisted of representatives of the associations of the communities.

The Commissions for Inter-Community Relations (CICR): Article 55 of the Law for Local Self-Government stipulates the creation of the Commission for Inter-Community Relations (CICR). In municipalities where at least 20% of the total population in the municipality (according to the last census of population), belong to a certain community, a CICR has to be established. A CICR contains an equal number of representatives from all the communities that are living within the municipality. A Statute in the municipality regulates the election of members to the CICR. The Commission overviews issues of concern for inter-community relations. Municipality Councils are obliged to consider the opinions and proposals of the CICRs when making decisions.

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Ombudsman Office: The Constitution and the Law on the Ombudsman regulate the rights and responsibilities of the Ombudsman. The Ombudsman is responsible for protecting the constitutional and legal rights of citizens and other persons when violated by acts, actions and omissions by state bodies and other bodies and organizations with public authority. The Ombudsman shall take actions and measures to protect the principles of non-discrimination and equitable representation of communities at the state level, in bodies of local self-government and public institutions.

Commission for Prevention and Protection from Discrimination: The Commission for Prevention and Protection from Discrimination is an autonomous and independent body that works in accordance with the competences established by the Law on Prevention and Protection from Discrimination (LPPD) in the direction of realizing its competences, affirming human rights in society and building credibility. It consists of 7 members elected by Parliament.

The National Coordination Body for Monitoring Non-Discrimination and the Implementation of Laws, By-laws and Strategic documents in this Area is established by Decision of the Government from March 2018 and is composed of 36 members, representatives of state institutions, local self-government units, associations, trade unions, employers' associations, independent experts. The National Coordination Body in its work also includes external experts and representatives from the OSCE Mission in Skopje, from The Office of the High Commissioner for Human Rights in Skopje and from the Office of the Delegation of European Union in Skopje and other independent experts. In addition, all relevant United Nations, Council of Europe and European Union declarations, conventions, reports and recommendations will be taken into consideration. The National Coordinating Body has several responsibilities. It promotes the concept of equality and non-discrimination across all public institutions by proposing annual measures. It monitors how this concept is integrated into sectoral policies in cooperation with social partners and relevant institutions. It tracks the progress of harmonizing national laws with EU legislation and European standards on equality and non-discrimination. The body participates in and guides the preparation of the national Equality and Non-Discrimination Strategy. It reviews periodic reports from state institutions and oversees the implementation of laws, bylaws, and strategic documents in this field. It also monitors international recommendations and sets annual priorities.

4. Monitoring and evaluation

The monitoring and evaluation of the implementation of this Action Plan will be responsibility of The National Coordination Body for Monitoring Non-Discrimination and the Implementation of Laws, By-laws and Strategic documents in this Area, which will collect inputs from responsible institutions according to the design of this Action Plan. It will review the progress made according to the baseline and will adopt annual reports of the level of implementation of this document.

This section is to be further developed contingent upon the outcome of expert input and consultations with relevant stakeholders, in order to ensure coherence with institutional mandates and alignment with the overarching policy framework.

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5. Table of the Action Plan

GENERAL OBJECTIVE: Strengthening community rights and promoting sustainable social cohesion in North Macedonia's interethnic society at both local and national levels, grounded in individual rights and interculturalism.

Specific objective 1: Further strengthening of the preventive mechanisms aimed at combating discrimination in North Macedonia					
Indicators of the results at the level of the specific goal	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2026
Capacities of the Commission on the Prevention and the Protection against Discrimination - CPPD strengthened in terms of the human resources /job systematization act and budget	Systematization for job positions (workforce) /Number of Administrative service employees Progress Reports – For ex: All open vacancies filled % of Increased Annual budget	Annual reports of the Commission for 2024 and 2026 ECRI reports for 2023 and 2026 and suggestions Report of CoE Commissioner for Human Rights and the Fifth (Sixt) Opinion of the Advisory Committee on the FCNM	16 out of 46 (35%) administrative staff filled.	2024	80% of the systematised administrative staff positions filled 2% increase of the Annual budget
Capacities of the Ombudsman on the Prevention and the Protection against Discrimination	Systematization for job positions (workforce) Quantitative	TBD	TBD	TBD	TBD

strengthened in terms of the human resources and budget	measures/ Number of Administrative service employees % of Increased Annual budget				
Adopt monitoring and evaluation methodology on this Action Plan by the National Coordination Body for Monitoring Non-Discrimination and the Implementation of Laws, By-laws and Strategic documents	Document adopted (yes/no)	Annual report of The National Coordination Body for Monitoring Non-Discrimination and the Implementation of Laws, By-laws and Strategic documents	No	2025	2026
National antidiscrimination legislative framework further improved	Antidiscrimination legislation aligned with the EU acquis, international standards and recommendations	TBD	Further alignment needed	2025	2028

Measure 1.1: Further improvement of the antidiscrimination legislative framework in North Macedonia in part dealing with the protection of persons belonging to the communities. (reference measure RoLRDM III F Non-discrimination)	
Implementation period: 2026-2028	Type of the measure: legislative
The legislation to be amended to implement the measure:	Law on the Ombudsman, Criminal code, National Strategy for Equality and Non-Discrimination for the period 2026-2030, National action plans (2026-2028) (priority areas: antigypsism, Health and education) based on the Strategy for Roma inclusion (2022-2030) to be adopted, Law on equitable representation , Law on associations and foundations, Law on Prevention and Protection from Discrimination

Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2028
Antidiscrimination legislation aligned with the EU acquis, international standards and recommendations including securing internal coherence of domestic antidiscrimination legislation. Adopted CoE's CM Recommendations on combating hate speech and hate crime. Prohibition of public incitement to violence, hatred, or discrimination based on race/ethnicity, religion, belief, or nationality; Criminalisation of racially or religiously-motivated public insults, threats, or defamation; provisions against instigating, aiding, or abetting such offences; and the prohibition of racial profiling	Positive assessment	(TBD)	Further alignment needed	2025	Aligned
Amendments to the Law on the Ombudsman adopted in line with the Paris Principles for the status of national institutions and with the Venice Principles for the Ombudsman institutions for the purpose of acquiring the status A of the Ombudsman	Positive assessment	ECRI / FCNM report	In Parliamentary procedure	2025	2028

National Strategy for Equality and Non-Discrimination for the period 2026-2030	Yes/No	Ministry of Social Policy, Demographics and Youth	No	2025	2026
National action plans (2026-2028) (priority areas: antigypsism, Health and education) based on the Strategy for Roma inclusion (2022-2030) to be adopted	Yes/No	Ministry of Social Policy, Demographics and Youth	No	2025	2026

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
1.1.1. Antidiscrimination legislation aligned with the EU acquis and other international standards and inclusion of anti-discriminatory provisions **Law on equitable representation** **Law on Ombudsman** **Adopt new Law on associations and foundations**, in line with the EU acquis and European standards to strengthen the control during the registration of associations, in broad consultation process with civil society and consultation with the Venice Commission	Ministry of Justice	National Coordinating Body established to monitor and supervise the implementation of the National Strategy for Equality and Non-Discrimination Commission on the Prevention and the Protection against Discrimination Office of the Ombudsman Participatory Forum within the The Agency for Community Rights Realization (CSO`s representative body)	II Q 2026- IV -Q 2028
1.1.2 National legislation fully aligned with the standards set in the Law on Prevention and Protection from Discrimination	Ministry of justice Commission on the Prevention and the Protection against Discrimination	National Coordinating Body established to monitor and supervise the implementation of the National Strategy for Equality and Non-Discrimination and the Action Plan 2022-2024	2027

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		Participatory Forum within the The Agency for Community Rights Realization (CSO`s representative body)	

Measure 1.2.: Further alignment of the national legislation with the international and European standards refereeing to the right of self-identification of person belonging to communities,					
Implementation period: 2026-2027		Type of the measure: legislative			
The legislation to be amended to implement the measure:		Law on equitable representation			
Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value
Enactment of the Law on equitable representation, aligned with the self-identification standards, and introducing required changes to other legislative acts and bylaws	Yes/No	Official gazette, Opinion of the Venice Commission	In government procedure	2025	2027

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
1.2.1. Enactment of the Law on equitable representation by the Assembly of North Macedonia	Ministry of Justice	Deputy President of the Government in charge of good governance policies	III Q 2026
1.2.2. Aligning the respective laws in the realm of state and public administration and public sector with the newly enacted Law on	Ministry of Public Administration	Deputy President of the Government in charge of good governance policies	IV Q 2026 – IV 2027

equitable representation (Law on Civil Servants; Law on Public Sector Employees)			
1,2,3 Adoption of new by-laws (Methodology, Rulebook and Register) detailly regulating criteria for equitable representation with total respect of the merit-based system.	Ministry of Public Administration	Deputy President of the Government in charge of good governance policies	IV Q 2026 – IV 2027

Measure 1.3. : Strengthening institutional capacities of the Commission on the Prevention and the Protection against discrimination in order to deal with the protection of persons belonging to the communities more effectively (reference measure RoL RDM III. F. Non-discrimination)

Implementation period: 2026-2028		Type of the measure: capacity building			
Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2027
The capacities of the Commission strengthened trough the regular filling all open vacancies according to the job systematization act.	% of filled open vacancies	Human Resources Records Annual report of CPPD	35%	2025	70%
The professional capacities of CPPD increased through the training on international human rights standards, ECtHR jurisprudence and national legal framework and mechanism on antidiscrimination and hate	% CPPD staff trained 300 police officers 30 judges 30 judicial assistants	Annual report of CPPD Attendance lists	20%	2025	80%

crime/speech, including through the joint training sessions with police officers, prosecutors and judges.	15 prosecutors 15 prosecutorial assistants				
Improved visibility of the Commission	The number of meetings/workshops organised in MK, out of Skopje (per year)	Annual report of CPPD	1	2025	3

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
1.3.1. Strengthening administrative capacities of the Commission on the Prevention and the Protection against Discrimination through the regular employment of additional professionals and administrative staff.	Commission on the Prevention and the Protection against Discrimination	Ministry of Finance	I Q 2026- IV Q 2028
1.3.2. Strengthening of the Commission independence and efficiency through providing necessary budgetary means in line with the ECRI recommendation.	Ministry of Finance	Commission on the Prevention and the Protection against Discrimination	I Q 2026- IV Q 2028
1.3.3. Providing initial training to the newly employed Commission staff.	Commission on the Prevention and the Protection against Discrimination	Ministry of Social Policy, Demographics and Youth OSCE	III Q 2026- IV Q 2028
1.3.4. Providing continuous training to the Commission staff on international human rights standards, ECtHR jurisprudence, including through the joint training sessions with police officers, prosecutors and judges.	Commission on the Prevention and the Protection against Discrimination	Academy for Judges and Prosecutors	IV Q 2026 - IV Q 2028
1.3.5. Increasing visibility of the Commission on the Prevention and the Protection against Discrimination to order to improve access to justice for victims of discrimination through the, among others,	Commission on the Prevention and the Protection against Discrimination	OSCE	I Q 2026- IV Q 2028

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promotive campaigns, field visits and the cooperation of the Commission with local self-governments.		AAAMS UN High Commissioner for human rights	
1.3.6. Ensure regular and effective coordination between the Ombudsman's Office and the Commission for the Prevention and Protection against Discrimination, through the organisation of the coordination meetings and cooperation in raising awareness and capacity building activities.	Commission on the Prevention and the Protection against Discrimination	Ombudsman Office	I Q 2026- IV Q 2028

Measure 1.4. Awareness raising on non-discrimination of persons belonging to the communities and the promotion of equality (reference measure RoL RDM III F Non-discrimination)

Implementation period: 2026-2028			Type of the measure: awareness raising		
Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2028
Enhanced awareness on non-discrimination and promotion of equality	Number of sectors targeted and number of people trained	Annual report of CPPD	0 activities 0 sectors	2025	1. health sector 2. education sector 3. private sectors employers 4. public administration 5. law enforcement 6. judiciary (National and local)

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
1.4.1. Developing non-discrimination awareness raising campaigns on persons belonging to the communities in health sector, education sector, private sectors employers, public administration, law enforcement sector and judiciary.	National Co-ordination Body on Anti- discrimination	CSOs	II 2026-III Q 2028
1.4.2. Implementing non-discrimination awareness raising campaigns on persons belonging to the communities in health sector, education sector, private sectors employers, public administration.	National Co-ordination Body on Anti- discrimination	CSOs	IV Q 2026- III Q 2028

Measure 1.5. : Improvement of the professional capacities of police officers, judges and prosecutors for handling discrimination cases with focus on discrimination of persons belonging to communities (reference measure RoLRDM III. F. Non-discrimination)					
Implementation period: 2026-2028		Type of the measure: capacity building			
Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2028
Police officers trained to recognize, investigate and properly enter data on discrimination cases in the case management system, including data on the cases of discrimination of persons belonging to the communities.	Number of police officers trained	Report on the implementation of this AP	0	2025	120
Judges, prosecutors and their assistants trained to recognise, investigate prosecute, punish and properly enter data on discrimination cases in the case management system including data on the cases of discrimination of persons belonging to the communities.	Number of judges, prosecutors and their assistants trained	Report on the implementation of this AP	0	2025	80

Assess the effectiveness of measures fostering inclusion in the judiciary, law enforcement, and public administration, based on data disaggregated on the grounds representation of specific communities and Census data (resident population)	% of staff included in the relevant sectors Ministry for Inter - Community Relations Ministry of justice Ministry of interior Commission for prevention and protection from discrimination Agency for Community Rights Realization	Registry of public administration employees (Ministry of Public Administration)	Commission for Prevention and Protection against Discrimination Agency for Realization of the Rights of the Communities	2024	TBD TBD

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
1.5.1. Develop the Training Toolkit and organise training for police officers in order to increase their skills to recognise, investigate and prevent ethnic profiling, and act upon discrimination cases in the case management system, including data on the cases of discrimination of persons belonging to the communities.	Ministry of Interior Centre for training of the MOI	National Co-ordination Body on Anti-discrimination CSOs Academia	II Q 2026- IV Q 2028
1.5.2. Develop the Training Toolkit and organise training for prosecutors, judges and their assistants in order to increase their skills to recognise investigate prosecute, punish and properly enter data on discrimination	Academy for Judges and Public Prosecutors	National Co-ordination Body on Anti-discrimination	II Q 2026- IV Q2028

cases in the case management system including data on the cases of discrimination of persons belonging to the communities		CSOs Academia	
1.5.3. Continuous monitoring of the prosecutorial and court jurisprudence in discrimination cases through the development of the annual reports by the network for prevention of discrimination, including the disaggregated data on discrimination of persons belonging to the communities and the recommendations for improvement.	Ministry of Justice	Academia CSOs	I Q 2026-IV 2028

Measure 1.6.: To ensure equal opportunities in terms of the protection and promotion of interculturalism					
Implementation period: 2026-2028		Type of the measure: legislative & capacity building			
The legislation to be amended to implement the measure:		The Law on budget			
Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2028
The projects on protection of the cultural heritage, libraries, information activities financed from the national budget and implemented.	Number of project approved/financed per year Amount of budget allocated (per year)	The Annual Report of the Ministry of Culture and Tourism	30.000EUR	2025	+200%

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
1.6.1. Developing and financing of projects for the protection of cultural heritage of smaller non-majority communities in line with the Law on Culture and the Advisory Committee Opinion, point 52 and UNESCO standards.	Ministry of Culture and Tourism		IQ 2026-IV Q 2028

1.6.2. Developing and financing of projects for the promotion of intercultural communication and interculturalism	Ministry of Culture and Tourism National and Local Libraries	Ministry of Culture and Tourism	IQ 2026-IV Q 20

Measure 1.7. : Further improvement of the linguistic rights of persons belonging to the communities					
Implementation period: 2024-2026		Type of the measure: legislative			
Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2027
The European Charter for Regional or Minority Languages ratified	Yes/No	The Official Gazette	No	2025	Yes
Human resources improvement of the Agency for implementation of languages spoken by at least 20% of the citizens through the employment of additional professionals and administrative staff based on the job systematization act/ Mainly sector in focus: sector for translation and proofreading and Sector for planning, coordination and development	Staff employed	Annual report of the Agency	Planed/employed Total: 78/36 sector for translation and proofreading (25/12) Sector for planning, coordination and development (17/6)	2023	sector for translation and proofreading (25/17) Sector for planning, coordination and development (17/10)

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period

1.7.1. Ratification of the European Charter for Regional or Minority Languages and further Harmonization of national legislation.	Parliament	Ministry of Foreign Affairs and Foreign Trade Agency on the implementation of the language that is spoken by at least 20% of the citizens of the Republic of North Macedonia Agency of Community Rights Realisation Inter-Community Relations Committee	I Q 2027? (TBD)
1.7.2. Developing a mechanism for continuous employment of additional translators and bilingual/multilingual staff at institutions at national and local level through providing necessary budgetary means and to ensure the availability of key forms and documents in the languages of national minorities, where applicable.	Agency for Community Rights Realisation Agency on the implementation of the language that is spoken by at least 20% of the citizens of the Republic of North Macedonia	Ministry of Finance	I Q 2026-IV Q 2027 (TBD)
1.7.3. Human resources improvement of the Agency for implementation of languages spoken by at least 20% of the citizens through the employment of additional professionals and administrative staff and providing necessary budgetary means.	Agency for implementation of languages spoken by at least 20% of the citizens of the Republic of North Macedonia	Ministry of Finance	I Q 2026-IV Q 2027 (TBD)

Measure 1.8. : Strengthening social cohesion in the society through development of the equal opportunities of communities	
Implementation period: 2026-2028	Type of the measure: policy

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Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2028
Increased number of Commissions for Intercommunity Relations established in the local self-governments with less than 20% representation	Number of Commissions where eligible/in accordance to the LAW	Report of the Ministry of Local Self-Government Reports from the participatory forum (Act.1.8.1) Reports on implementation of this Action Plan OSCE reports	TBD	2025	TBD
Policy based on equitable approach developed to foster preferential treatment for individuals from underrepresented communities while preserving the merit-based system (PAR principles)	Yes/No	The Office of the Ombudsman Ministry for Inter -Community Relations	No	2025	Yes

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
1.8.1. To strengthen the Participative Forum of the Agency for Communities Rights Realisation through revisions of the Methodology of the Participative Forum and allocation of funds for 1-2 annual meetings.	Agency for Communities Rights Realisation	Ministry of Finance CSOs Media	II Q 2026 - IV Q 2028

1.8.2. Encourage the process of establishing and functioning of the commissions for intercommunity relations within the local self-governments following the good practices in local self-governments that have already established commissions.	Local Self Governments Association	Ministry of Local Self-Government	II Q 2026- IV Q 2028
1.8.3. To design, draft and enact bylaws envisaging preferential treatment for individuals from underrepresented communities while preserving the merit-based system (PAR principles)	Ministry of Public Administration	Ministry for Inter -Community Relations CSOs	I Q 2026- IV Q 2028
1.8.4. To increase support to programmes that build employable skills for smaller communities, particularly women and persons at higher risk of unemployment, as multiple vulnerable persons. (reference to RoLRDM measure III.F Non-Discrimination)	Ministry of Social Policy, Demographics and Youth	Agency for Employment Implementation of the Operational plan for employment and active employment measure	I Q 2026 - IV Q 2028

Specific objective 2: Improvement of mechanisms of protection with a special focus on the fight against hate speech against persons belonging to the communities

Institution in charge of implementation and reporting: Ministry of justice and Ministry of interior, reporting: Ministry of justice, Public prosecutor office,

Indicators of the results at the level of the specific goal	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2028
Increased capacities of judiciary in handling hate speech cases	15 of judges trained to act in hate speech cases annually	Annual Report of the Academy of Judges and Public Prosecutors	0	2024	100%
Increased capacities of the Prosecutors Office in prosecuting hate speech cases	10 of prosecutors trained annually	Annual Report of the Academy of Judges and Public Prosecutors	0	2024	100%
Increased capacities of the Law Enforcement Agencies	100 of police officers trained annually	OSCE Office for Democratic Institutions and Human Rights (ODIHR): Monitors	2000	2018	100%

with regard to identifying and processing racial and ethnic motivated violence and hate speech		hate crimes across member states, offering tools and guidance to improve national responses. European Union Agency for Fundamental Rights (FRA): Conducts research and provides data on discrimination and hate crimes within the EU, aiding in policy development.			
Improved methodology aimed at data collecting and increasing accuracy of official statistics on hate speech cases (disaggregated by protected grounds and communities)	Yes/No	Annual reports of the State Prosecutors Office Annual reports on the work of courts	No	2025	Yes
Increased transparency of criminal proceedings in hate speech cases, in full compliance with national legislation, international standards and fair trial guarantees, including the presumption of innocence.	% of press releases or public information materials on ongoing and/or concluded hate speech cases per year, ensuring anonymisation and respect for fair trial rights	The State Prosecutors Office and Courts online media channels CSO`s reports	0	2025	100%

Measure 2.1. : Prevention of hate speech against persons belonging to communities in public discourse through the strengthening capacities of journalists

Implementation period: 2026-2028		Type of the measure: capacity building			
Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2028
Increased knowledge and skills of journalists in traditional, online and social media to recognise, report and prevent hate speech and hate crime against persons belonging to the communities.	Number of journalists trained	Reports by the Agency on Audio and Audio-visual Media Services	0	2025	60
Increased knowledge and skills of staff to recognise, report and prevent hate speech and hate crime against persons belonging to the communities.	Number of staff of the Agency on Audio and Audiovisual Media Services trained	Reports by the Agency on Audio and Audiovisual Media Services	0	2025	5

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
2.1.1. Developing of the Training Toolkit in the field of hate speech with a special focus on the protection of persons belonging to the communities (Program, Curricula and the Training materials) for journalists based on HELP/ECRI based online courses and the Toolkit for Human Rights Speech	Association of Journalists	Association of Public Prosecutors PR Service of the Public Prosecutor's Office	III-IV Q 2026
2.1.2. Organisation of training session for journalists aimed at strengthening their capacities to recognise and not use hate speech against persons belonging to the communities	Association of Journalists	Association of Public Prosecutors	I Q 2027-IV Q 2028

in creating media content as well as to learn how to report on such cases in media.		PR Service of the Public Prosecutor's Office	
2.1.3. Developing and delivering training sessions for judges and prosecutors on informing the public about hate speech and hate crime cases against persons belonging to the communities.	Academy of Judges and Public Prosecutors	Public Prosecutor's Office PR Service Association of Public Prosecutors Association of Journalists	I Q 2026-IV Q 2028
2.1.4. To update the diversity reporting guidelines ECRI's General Policy Recommendation for media outlets to ensure reflection of societal diversity and interculturalism in news coverage, programming, and content production in order to prevent hate speech in media.	Council of Media Ethics of Macedonia	Association of Journalists	III-IV Q 2026
2.1.5. Public dissemination of information of hate speech cases by the Press Relations Service of the State Public Prosecutor's Office to ensure proper access to information for journalists and accurate reporting on these cases in media.	Press Relations Service of the State Public Prosecutor's Office	Media	II Q 2026-IV Q 2027

Measure 2.2.: Prevention of hate speech against persons belonging to the communities among public officials (Reference to Measure III.8.f) in the ROLRDM)					
Implementation period: 2026-2027		Type of the measure: legislative			
The legislation to be amended to implement the measure:		- The Code of Conduct for Members of the Parliament - The Code of Conduct for the Members of the Government - The Code of Conduct for civil servants			
Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2027
Amending the Code of Conduct for Members of the Parliament based on ECRI's General Policy Recommendation	Yes/No	The Code of Conduct for Members of the Parliament	No	2025	Yes

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includes provisions against hate speech by members of the Parliament in the Parliament and the public discourse in general.					
Amending the Code of Conduct for the Members of the Government expressly prohibits hate speech by members of the Government and in line with ECRI's General Policy Recommendation	Yes/No	Report on the implementation of this AP The Code of Conduct for the Members of the Government	No	2025	Yes
The Code of Conduct for civil servants in public administration expressly prohibits hate speech in line with ECRI's General Policy Recommendation	Yes/No	The Code of Conduct for civil servants	No	2025	Yes

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
2.2.1. To amend the Code of Conduct for Members of the Parliament in order to include provisions against hate speech by members of the Parliament in the Parliament and the public discourse against persons belonging to communities.	The Parliament		2027
2.2.2. To amend the Code of Conduct for the Members of the Government in order to include provisions against hate speech by members of the Government against persons belonging to communities.	The Government		2027
2.2.3. To amend the Code of Conduct for civil servants in public administration in order to include provisions against hate speech.	Ministry of Public Administration		2027

Measure 2.3.: Awareness raising on the risks and harmful consequences of associated with hate speech among general population

(reference measure RoLRDM III F Non-discrimination)					
Implementation period: 2026-2028		Type of the measure: awareness raising			
Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2028
Number of cities where the raising awareness campaigns for youths on hate speech and hate crime were implemented at the local level in 8 regions of North Macedonia.	Number of cities/regions	Report on the implementation of this AP	0	2025	8
Thematic meetings of the Commission for relationship with religious communities dedicated to prevention of hate speech and hate crime within religious groups and communities resulted in the adoption of the conclusions and recommendations on how to present challenges.	Number of meetings per year	Report on the implementation of this AP	1	2025	2
Media literacy module for formal education developed to help the public, especially youth, recognize, resist and counter hate speech.	Yes	Bureau for development of education	0	2025	1

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
2.3.1. Development and implementation of the awareness raising campaigns on hate speech within local youth communities.	Agency on Audio and Audio-visual Media Services	Association of journalists CSOs	I- 2026 IV – 2028

2.3.2. Organisation of the thematic meetings of the Commission for relationship with religious communities dedicated to prevention of hate speech within religious groups and communities to discuss and publicly address the present challenges.	Commission for relationship with religious communities and groups	Religious communities, Participatory forum at the Agency for Community Rights Realisation	III- 2026 IV - 2028
2.3.3. Development and implementation of the awareness raising campaign on hate speech via online media and social media aimed at raising awareness of the general public on the risks associated with it.	Ministry for Social Policy, Demography and Youth	Association of journalists	IV- 2026 IV – 2028
2.3.4 Media literacy modus for formal education developed programs to help the public, especially youth, recognize, resist and counter hate speech.	Bureau for development of education	Ministry of Education and Science Agency for Community Rights Realization	2028

Measure 2.4 : Improving the legislative framework to enable efficient prevention and law enforcement of hate speech (Reference measure the ROLRDM III.F Non-discrimination))

Implementation period: 2026-2028	Type of the measure: legislative
The legislation to be amended to implement the measure:	- LPPD - Law on Media - The Law on the Ombudsman

Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2028
The LPPD incorporates an explicit definition of hate speech, to divide the hate speech from other harassment actions and define the misdemeanour penalties for hate speech in line with ECRI's General Policy Recommendation No. 15 and the Council of Europe Recommendation CM/Rec (2024)16 of the Committee of Ministers to member states on combating hate speech	Yes/No	LPPD	No	2025	Yes

Law on Media prohibits hate speech in online media as misdemeanours and provides for the responsibility of the internet intermediaries in line with the Council of Europe Recommendation CM/Rec (2024)16 of the Committee of Ministers to member States on combating hate speech	Yes/No	Law on Media	No	2025	Yes

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
2.4.1. To develop amendments to the LPPD in order to incorporate an explicit definition of hate speech, divide the hate speech from other harassment actions and define the misdemeanour penalties for hate speech in line with ECRI's General Policy Recommendation No. 15 and the Council of Europe Recommendation CM/Rec (2024)16 of the Committee of Ministers to member States on combating hate speech.	Ministry for Social Policy, Demography and Youth	Academia CSOs	IV Q 2028
2.4.2. To develop amendments to the Law on Media to introduce new provisions that prohibit hate speech in online media as misdemeanours and provides for the responsibility of the internet intermediaries in line with the Council of Europe Recommendation CM/Rec (2024)16 of the Committee of Ministers to member States on combating hate speech.	Ministry of Public Administration	Association of Journalists	IV Q 2028

Measure 2.5: Strengthening institutional and procedural mechanisms addressing/sanctioning hate speech against persons belonging to the communities (Reference to Measure III.8.f) in the ROLRDM)					
Implementation period: 2026-2028		Type of the measure: capacity building			
Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2028
Designate Deputy Ombudsman in charge of hate speech	Yes/No	The annual Report of the Ombudsman	No	2025	Yes

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Established department for hate speech with designated staff in the Office of Ombudsman to deal with hate speech, including professionals belonging to the communities.	Yes/No	The annual Report of the Ombudsman	No	2025	Yes
An internal procedure/Protocol in the Office of the Ombudsman ruling how to report, promptly react upon and sanction the confirmed cases of hate speech against persons belonging to communities developed and being implemented (TBD)	Yes/No	The annual Report of the Ombudsman	No	2025	Yes

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
2.5.1. Designate Deputy Ombudsman in charge of hate speech	The Parliament	Ministry of Finance The Office of the Ombudsman	TBD
2.5.2. To employ additional staff in the Office of the Ombudsman to deal with hate speech, including professionals belonging to communities.	The Office of the Ombudsman	Ministry of Finance	TBD
2.5.3. To develop and adopt an internal procedure/Protocol in the Office of the Ombudsman ruling how to report, promptly react upon and sanction the confirmed cases of hate speech against persons belonging to communities, including, but not limiting to the following: a) Provide information on the procedures to be followed by victims of hate speech via web portal. b) Reporting cases of hate speech via web portal and/or free phone line, including prompt reporting and submitting evidence on the hate speech on social media or web portals. c) In cooperation with CSOs, establishing information providing and referral mechanism for victims of hate speech to get additional support. d) Standardising the information and coordination procedure with other relevant institutions that may receive or should proceed upon receiving information on cases of hate speech, such as MFAFT, MoI, Public Prosecutors Office, CPPED, etc.	The Office of the Ombudsman	Ministry of Interior Public Prosecutors Office CPPD MFAFT CSOs	TBD

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e) Standardising the collection, analysis and regular publication of disaggregated data on cases of hate speech, including victimisation surveys. with the CM/REC(2022)16-Recommendation of the Committee of Ministers to member States on combating hate speech art. 58-61 f) Standardising the communication policy with media and general public on cases of hate speech. g) Exchanging good practices with EU member states			
2.5.4. To improve the track record in the Council on Media Ethics (CMEM) and the Registry of Professional and Ethical Online Media initiatives against online hate speech and keep up to date statistics on the cases of hate speech in media, including disaggregated data on the hate speech affecting persons belonging to the communities.	Council on Media Ethics	Ministry of Digital Transformation Association of Journalists The Audio-Visual Media Agency also has responsibility in the audio-visual sector	TBD
2.5.5. Enhancing accessibility and awareness of reporting mechanism - the online application "Red Button" launched in 2015 by the Ministry of Interior, through which complaints about online hate speech, as well as hate crimes, can be submitted in a simplified manner online.	Ministry of Interior	CSOs	II Q 2027
2.5.6. Establishing support centre providing information and psychological, administrative and legal assistance and support to victims of hate speech and hate crimes	Ministry of Justice Ministry for Social Policy, Demography and Youth	CSOs	III Q 2028
2.5.7. Agency for audio and audio visual media (AAAVM) services adopts bylaws and develops methodology/procedure for prevention, detection and sanctioning of online hate speech.	Agency for Audio and Audio Visual Services	COE, Associations of media and journalist	III Q 2027

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Measure 2.6.: Improved capacities of police, public prosecution and courts in dealing with hate speech and hate crime cases (Reference to Measure III.8.f) in the ROLRDM)					
	Implementation period: 2026-2028			Type of the measure: capacity building	
Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2028
Police officers trained to recognise and differentiate between hate crime and hate speech, investigate and properly enter data on hate crime cases against persons belonging to the communities in the case management system in accordance with the international standards and most recent case-law	Number of police officers trained	Report on the implementation of this AP Annual report of the Ministry of Interior	0	2025	120
Judges, prosecutors and their assistants trained to recognise, and differentiate between hate crime and hate speech as well as to investigate, prosecute, punish and properly enter data on hate crime cases in accordance with the international standards and most recent case-law against persons belonging to the communities in the case management system	Number of judges, prosecutors and their assistants trained	Annual Report of the Academy of Judges and Public Prosecutors	0	2025	60

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
2.6.1. Develop and update Training Toolkit on investigation of hate crime (Program, Curricula and the Training materials) and organisation of training sessions for police officers in order to	Ministry of Interior Training Centre	CSOs Academia	III Q 2026- III Q 2028

strengthen their competences for acting in the cases of hate crimes and fill the data in the case management system.			
2.6.2. Develop and update Training Toolkit on investigation, prosecution and punishment of hate crimes (Program, Curricula and the Training materials) and organisation of training sessions for prosecutors and judges in order to strengthen their competences for acting in the cases of hate crimes and fill the data in the case management system.	Academy for Judges and Public Prosecutors	CSOs Academia	III Q 2026- III Q 2028
2.6.3. Provide for the necessary adjustment of the case management system in the Public Prosecution to ensure technical prerequisites for proper entering, collection and analysis of data on hate crime cases.	State Public Prosecutor's Office	State Public Prosecutor's Office	III Q 2026- III Q 2028
2.6.4. Continuous monitoring of the prosecutorial and court jurisprudence in hate crime cases through the development of the annual reports, including disaggregated data on protected ground and communities.	Ministry of Justice	Supreme Court State Public Prosecutor's Office CSOs Academia	III Q 2025- IV Q 2028

Specific objective 3: Further improvement of the interculturalism in the primary and secondary education					
Indicators of the results at the level of the specific goal	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2028
Enhancing intercultural content in the teaching materials	Further review of textbooks based on interculturalism concept	Annual report Biro of development of the education/ Ministry of Education and Science	0	2025	10

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Improved conditions for teaching in and of minority languages	Yes/No	Data of the Ministry of Education and Science	No	2025	Yes

Measure 3.1.: Further improvement of strategic and the legislative framework with the relevant international standards dealing with the right to education for persons belonging to the communities.					
Implementation period: 2026-2028		Type of the measure: legislative			
The legislation to be amended to implement the measure:		- Rulebook on the organisation of work of the Ministry			
Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2028
The laws related to education fully comply with Advisory Committee of FCNM recommendations.	Yes/No	The Official Gazette of the Republic of North Macedonia The Advisory Committee Report	No	2025	Yes
The amended Rulebook on the organisation of work of the Ministry ensures the strengthening the role and capacities of the Department for Development and improvement of the Education on the languages of the members of Communities.	Yes/No	The Annual Report of the Ministry of Education and Science The Rulebook on the organisation of work of the Ministry of Education and Science	No	2025	Yes

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
3.1.1. Develop draft amendments to the laws related to education to make them in full compliance with Advisory Committee recommendations.	Ministry of Education and Science	CSOs	IV Q 2026-IV Q 2028

		Academia	
3.1.2. To amend the Rulebook on the organisation of work of the Ministry in order to strengthen the role and capacities of the Department for Development and improvement of the Education on the languages of the members of Communities.	Ministry of Education and Science	CSOs	IV Q 2026- IV Q 2028

Measure 3.2. : Strengthening institutional capacities for teaching about interculturalism					
Implementation period: 2026-2028		Type of the measure: capacity building			
Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2028
Developed e-learning platform for minority languages for schoolteachers and pupils	Yes/No	Reports on the implementation of this AP	No	2025	Yes
The database of teachers in minority languages	Yes/No	The Annual Report of the Ministry of Education and Science	No	2025	Yes

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
3.2.1. Developing a new one or improving curricula of the existing primary and high school subjects and teaching materials (anthropology, ethnology, civic education) with adequate attention to interculturalism.	Ministry of Education and Science	CSOs Academia	I Q 2026-IV Q 2028
3.2.2. Developing a new one or improving curricula of the existing primary and high school subjects and teaching materials and organize training in line with effective politics on intercultural approach to education.	Ministry of Education and Science	CSOs Academia	I Q 2026-IV Q 2028

3.2.3. To develop the centralized database of teachers in minority languages	Ministry of Education and Science		I Q 2026- II Q 2028
3.2.4. Employing (hiring) teachers in minority languages (TBD), by establishing certification system to recruit additional teachers and ensure the education quality (beyond those who graduated from the Faculty of Philology, e.g. pedagogist or primary school teacher with a high language skill.)	Ministry of Education and Science	Faculty of Philology Faculty of Pedagogy	I Q 2026-IV Q 2028
3.2.5. To develop e-learning platform for minority languages for schoolteachers and pupils.	Ministry of Education and Science	Ministry of Digital Transformation CSOs Academia	I Q 2026-IV Q 2028
3.2.6 National action plans (2026-2028) (priority area: education) based on the Strategy for Roma inclusion (2022-2030) is adopted	Ministry for Social Policy, Demography and Youth	Ministry for Social Policy, Demography and Youth	2026

Measure 3.3.: Develop and implement measures to foster interaction among the pupils with different ethnic and cultural identities in mixed schools and classrooms environments.

Implementation period: 2026-2028	Type of the measure: awareness raising

Indicators of the results	Measurement unit	Source of verification	Base value	Base year	Targeted value in 2026
Number of schools that introduced measures (shared curricular activities)	Number of schools	Annual reports of the Ministry of Education	TBD	2025	25%
Number of schools that introduced sharing space by ethnic classes during same shift		Annual reports of the Ministry of Education	0	2025	30%

Activity:	Institution in charge of implementation	Implementing Partners	Implementation period
3.3.1. Develop and implement incentives (financial rewards, professional advancement opportunities and trainings) for teachers aimed at supporting their additional engagement in ensuring more contacts among the pupils with different ethnic identities in mixed schools and classrooms environments.	Ministry of Education and Science	CSOs	I Q 2026-IV Q 2028
3.3.2. Develop and implement incentives (financial rewards, professional advancement opportunities and trainings) for school directors/management to support their active engagement in the organization of school activities aimed at ensuring more contacts among the pupils with different ethnic identities in mixed schools and classrooms environments.	Ministry of Education and Science	CSOs	I Q 2026-IV Q 2028
3.3.3. Develop workshops for members of parents' school councils to foster interaction among the pupils with different ethnic and cultural identities in mixed schools and classrooms environments	Ministry of Education and Science	CSOs	I Q 2026-IV Q 2028

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