

SG, P, A no.	Strategic goal/Priority/Activity	Period		Person in charge	Source of financing	Working data		Monitoring matrix	
		From	To			Type of activity - monitoring, advocacy, communication, trainings etc.	Note	Realized - yes /no	Realization date
ЦЦ 1	Improving treatment of MC by institutions								
П 1.1	Advocacy for introduction of training programs in public institutions for working with MC	2019	2022						
A 1.1.1.	Expanding module 19 with a training program on working with LGBTI people intended for social workers	2018	2019	Irena Cvetkovic	FOSM	Advocacy			
A 1.1.2.	Introducing a training program at the chamber of doctors on working with transsexual and PLWHIV intended for doctors	2018	2019	Natasha Boshkova and Slavco Dimitrov	FOSM	Advocacy			
A 1.1.3.	Establishing cooperation with the Academy for Judges and Public Prosecutors regarding human rights of MC	2019	2020	Natasha Boshkova	FOSM and EU	Advocacy			
A 1.1.4.	Introducing a training program on working with/treatment of MC in the training curriculum of MOI's Training Centre	2018	2019	Natasha Boshkova and Slavco Dimitrov	FOSM	Advocacy			
A 1.1.5.	Establishing cooperation with BDE towards sensitizing teachers	2020	2022	Dragana Drndarevska and Irena Cvetkovic	Kvinna and FOSM	Advocacy			
П 1.2.	Building the capacities of public institutions towards being sensitized on working with MC	2019	2022						
A 1.2.1.	Training social workers, doctors and police officers	2019	2022	The Coalition team	FOSM	Trainings			
A 1.2.2.	Establishing cooperation and training of representatives from competent inspectorates (SSHI, SEI Administrative inspection)	2020	2022	The Coalition team	New finances	Training and advocacy			
A 1.2.3.	Training school professionals towards bulding their capacities for dealing with gender-based violence and bullying	2019	2021	Irena Cvetkovic and Stefan Bogeski	Kvinna	Training			
П 1.3.	Monitoring the work of public institutions while working with MC and the work of protection mechanisms	2019	2022						
A 1.3.1.	Monitoring the work of CPD, the Ombudsman, inspectorates, the public prosecutor's office and courts	2019	2022	Natasha Boshkova and Dragana Drndarevska	FOSM	Monitoring			
A 1.3.2.	Informing the public, decision-makers and international organizations on the monitoring findings	2019	2022	The Coalition team	Different donors	Communication and advocacy			
П 1.4.	Mapping the allies in public institutions, establishing cooperation and frequent reports	2019	2022						
A 1.4.1.	Frequent meetings, informal and formal, towards briefing on current priorities and problems of MC	2019	2022	The Coalition team	Different donors	Communication and advocacy			
A 1.4.2.	Presenting the annual monitoring report and other monitoring reports during closed meetings.	2019	2022	The Coalition team	FOSM and other donors	Communication and advocacy			

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П 1.5.	Strengthening the capacities of MC towards recognizing when their rights are being violated, documenting cases and reporting violations to competent institutions	2019	2022						
A 1.6.1.	Trainings (on documenting cases, self-representation trainings etc.)	2019	2022	Natasha Boshkova and Dragana Drndarevska	Different donors	Training			
A 1.6.2.	Legal aid and documenting cases	2019	2022	Natasha Boshkova and Dragana Drndarevska	FOSM and EU	Advocacy			
A 1.6.3.	Advocacy in front of domestic, regional and international organizations	2019	2022	Natasha Boshkova and Dragana Drndarevska	FOSM and EU	Advocacy			
A 1.6.4.	Follow up information and monitoring	2019	2022	Natasha Boshkova and Dragana Drndarevska	Различни донатори	Monitoring			
ЦЦ 2	Promoting a national framework of policies and laws by including the interests and needs of MC								
П 2.1.	Advocacy in the Assembly for the adoption of a new Law on Prevention and Protection against Discrimination and monitoring its implementation in partnership with the Network for Protection against Discrimination	2019	2022						
A 2.1.1.	Meetings with MPs regarding the adoption of the law and election of members of the CPD	2018	2019	Natasha Boshkova and Dragana Drndarevska	ФООМ- ЗСЗД под лупа	Advocacy			
A 2.1.2.	Collection of data on discrimination from the CPD, courts, Ombudsman and civil society organizations and preparing reports, announcements and infographics	2018	2019	Natasha Boshkova and Dragana Drndarevska	ФООМ- ЗСЗД под лупа	Research			
A 2.1.3.	Coordination with the Network for Protection against Discrimination	2018	2020	Natasha Boshkova and Dragana Drndarevska	FOSM- LPPD под лупа	Coordination and communication			
П 2.2.	Adopting a LGR model	2019	2021						
A 2.2.1.	Training of the transsexual community on advocating for LGR	2018	2019	Natasha Boshkova, Slavco Dimitrov and Dragana Drndarevska	ECOM, EU	Training			
A 2.2.2.	Drafting a proposal-model	2019	2020	Natasha Boshkova	EU	Advocacy			
A 2.2.3.	Public campaign for trans visibility	2019	2020	The Coalition team	ECOM and EU	Advocacy			
П.2.3.	Amendments to the Law on Termination of Pregnancy pursuant the WHO standards	2018	2019						
A.3.1.	Advocacy for introducing the WHO standards in the new draft law	2018	2019	Natasha Boshkova		Advocacy			
A 3.2.	Drafting proposals to the Law on Termination of Pregnancy	2018	2019	Natasha Boshkova					
П.2.4.	Harmonization of current laws with the new LPPD (SOGI in all anti-discriminatory clauses)	2019	2021						
A.2.4.1	Monitoring the harmonization process	2019	2019	Natasha Boshkova and Dragana Drndarevska	Different donors	Monitoring			
A.2.4.2.	Preparing a report on the harmonization (a separate chapter in the Annual Report)	2019	2022	Dragana Drndarevska	FOSM	Monitoring			

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П.2.5.	Adopting amendments to the laws on media with provisions on prevention and protection from discrimination and hate speech	2018	2022						
A.2.5.1.	Advocacy with the LGBTI Interparliamentary group	2018	2022	Natasha Boshkova and Dragana Drndarevska	Different donors	Advocacy			
A.2.5.2.	Drafting amendments to laws	2018	2022	Natasha Boshkova and Dragana Drndarevska	Different donors	Advocacy			
П.2.6.	Adopting policies against violence at schools	2019	2022						
A.2.6.1.	Desk analysis of current policies on bullying in schools	2019	2020	Irena Cvetkovic and Stefan Bogeski	Kvinna	Research			
A.2.6.2.	Organizing workshops for teachers and professional services on development of policies	2019	2022	Irena Cvetkovic and Stefan Bogeski	Kvinna	Training			
A.2.6.3.	Advocacy at the schools managing structures for adopting the policies	2019	2020	Irena Cvetkovic and Stefan Bogeski	Kvinna	Advocacy			
П.2.7.	Advocacy for amendments to the LPE and LHSE towards inclusion of the equality principle and protection against discrimination	2019	2020						
A.2.7.1.	Drafting amendments to the LPE and LHSE	2019	2020	Natasha Boshkova and Dragana Drndarevska	Different donors	Advocacy			
A.2.7.2.	Advocating with MPs and MES (meetings)	2019	2020	Natasha Boshkova and Dragana Drndarevska	Different donors	Advocacy			
П.2.8.	Adopting professional medical guidelines for regulating the MGC process	2019	2021						
A.2.8.1.	Advocating at the Ministry of Health and the directors of the different clinics (meetings)	2019	2021	Natasha Boshkova and Slavco Dimitrov	FOSM and EU	Advocacy			
A.2.8.2.	Drafting proposal guidelines	2019	2021	Natasha Boshkova and Slavco Dimitrov	FOSM and EU	Advocacy			
A.2.8.3.	Working meetings with the trans community on defining the proposal guidelines	2019	2021	Natasha Boshkova and Slavco Dimitrov	ECOM and EU	Advocacy			
A.2.8.4.	Monitoring the harmonization with the new WHO codes	2019	2021	Natasha Boshkova and Slavco Dimitrov	FOSM and EU	Advocacy			
П.2.9.	Advocacy for civil partnership through strategic litigation	2019	2022						
A.2.9.1.	Initiating a process in front of national courts for civil partnership	2019	2022	Natasha Boshkova	Different donors	Advocacy			
A.2.9.2.	Preparing for a proces in front of international courts	2021	2022	Natasha Boshkova	Different donors	Advocacy			
A.2.9.3.	Creating an advocacy plan	2021	2022	The Coalition team+E46	Different donors	Advocacy			
П.2.10.	Decriminalization of drug possession for personal use	2019	2022						
A.2.10.1.	Drafting a policy on decriminalisation of drugs for personal use	2019	2022	Natasha Boshkova and Dragana Drndarevska	Different donors	Advocacy			
A.2.10.2.	Analysis of the criminalization practice (evidence-based)	2019	2022	Natasha Boshkova and Dragana Drndarevska	Different donors	Advocacy			
A.2.10.3.	Advocacy in courts, the public prosecutor's office and MOI for the adoption of the policy	2019	2022	Natasha Boshkova and Dragana Drndarevska	Different donors	Advocacy			

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П.2.11	Advocacy for implementation of the Action Plan for the Implementation of the Istanbul Convention								
A 2.11.1	Working meetings with the MLSP and participation in working groups	2019	2022	Natasha Boshkova and Dragana Drndarevska	Different donors	Advocacy			
ЦЦ 3	Introduction of non-stigmatizing representations and science-based information and knowledge on MC in the public sphere								
П 3.1.	Advocacy for revising and amending contents related to MC in textbooks and textbook aids	2019	2022						
A 3.1.1.	Strategic court advocacy for removing discriminatory contents on MC from textbooks	2019	2022	Natasha Boshkova	FOSM	Advocacy			
A 3.1.2.	Participation in working groups for revising textbooks and curricula	2019	2022	Dragana Drndarevska and Irena Cvetkovic	FOSM	Advocacy			
A 3.1.3	Organizing meetings with the MES and BDE	2019	2022	Dragana Drndarevska	FOSM	Advocacy			
П 3.2.	Monitoring the situation and strengthening the cooperation with the media	2019	2022						
A 3.2.1	Researching how MC are represented in the media	2020	2021	Irena Cvetkovic and Slavco Dimitrov	Different donors	Research			
A 3.2.2	Daily monitoring and press clipping of media reports	2019	2022	Stefan Bogeski and Jana Kocevaska	FOSM	Monitoring			
A 3.2.3	Organizing meetings with editors and journalists	2019	2022	Irena Cvetkovic and Slavco Dimitrov	EU and others	Communication			
A 3.2.4.	Appareances in media	2019	2022	The Coalition team		Communication			
П 3.3.	Strengthening the knowledge and capacities of schools on prevention and protection against gender-based violence	2019	2022						
A 3.3.1	Trainings of professionals, teachers and students on recognition, prevention and protection against GBV	2019	2021	Irena Cvetkovic and Stefan Bogeski	Kvinna	Training			
A 3.3.2	Developing and adopting a Policy for recognition, prevention and protection against GBV	2019	2020	Irena Cvetkovic and Stefan Bogeski	Kvinna	Advocacy			
A .3.3.3	Developing and adopting action plans for the adopted GBV Policies	2020	2021	Irena Cvetkovic and Stefan Bogeski	Kvinna	Advocacy			
A. 3.3.4	Monitoring the action plan implementation in schools	2021	2022	Irena Cvetkovic and Stefan Bogeski	Kvinna	Monitoring			
П 3.4.	Increasing the cultural-artistic production and representing artists who address issues related to the MC	2019	2022						
A .3.4.1	Meetings with directors and curators of national cultural institutions on the topic of advocacy for presenting cultural-artistic programs/artists engaging in issues related to MC within the public cultural-artistic institutions and their annual programs	2019	2020	Slavco Dimitrov and Jana Kocevaska		Advocacy			

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A. 3.4.2	Organizing the Skopje Pride Weekend	2019	2022	Slavco Dimitrov, Jana Kocevaska and Stefan Bogeski	FOSM, Heinrich Böll and EU	Public event			
A. 3.4.3	Organizing cultural events for the International Day to End Violence against Sex Workers	2019	2022	Slavco Dimitrov and Jana Kocevaska	FOSM	Public event			
П 3.5.	Increasing the presence of subjects related to marginalized communities and in academic production of texts and researches;	2019	2022						
A. 3.5.1	Identifying/mapping the academic production of texts and researches addressing subjects related to MC (graduate papers and PhD papers).	2019	2022	Natasha Boshkova, Slavco Dimitrov and Irena Cvetkovic	Different donors	Monitoring			
A. 3.5.2	Meetings with professors from state universities for the purpose of scheduling lectures within their teaching	2019	2020	Natasha Boshkova and Slavco Dimitrov		Advocacy			
A.3.5.3.	Lectures at state universities	2019	2022	The Coalition team		Education			
A.3.5.4	Including students in the Coalition's activities	2019	2022			Education			
ЦЦ 4	Strengthening the Coalition's capacities for strategic representation, public relations and financial sustainability								
П 4.1.	Promoting the analysis and advocacy capacities for topics and policies consistent with the Coalition's strategic goals	2019	2022						
A. 4.1.1.	Establishing internal criteria for strategic advocacy of cases in front of courts and institutions	2019	2020	Dragana Drndarevska and Natasha Boshkova	Different donors	Organizational reinforcement			
П 4.2.	4.2. Introducing communication strategy/plan	2018	2019	Stefan Bogeski and Jana Kocevaska	Civika	Organizational reinforcement/communication			
A. 4.2.1.	Preparing the Coalition's Communication Plan	2019	2019	Stefan Bogeski and Jana Kocevaska	Civika	Organizational reinforcement/communication			
П4.3.	Strengthening the resources for strategic planning, budgeting and providing finances on a long-term basis								
A 4.3.1	Active monitoring of grant calls and preparing applications	2019	2022	The Coalition team		Organizational reinforcement/communication			

