

# 2021 ANNUAL REPORT



***SUBVERSIVE FRONT***  
SEXUAL AND GENDER MINORITIES ASSOCIATION

Publisher:

**SUBVERSIVE FRONT – ASSOCIATION FOR SEXUAL AND GENDER MINORITIES**

About the author:

**David Tasevski – Executive Director**

Authors:

**Angelina Ivanova, David Tasevski, Stefan Petrovski, Ivana Kostovska, Martin Tasevski**

Translation:

**Stefan Petrovski**

Design:

**Stefan Petrovski**

# TABLE OF CONTENT

TO OUR CONSTITUENTS .....	4
GENERAL ASSEMBLY .....	6
PROJECTS .....	7
<i>Access to Justice for LGBTI Persons in the Western Balkans (12.2018 – 11.2021)</i> .....	7
.....	7
FREE from gender-based discrimination – Parents and teachers together (09.2019 – 2.2022) .....	8
Strengthening LGBTI+ Roma and civil society organizations in Albania, North Macedonia and Serbia (2021) .....	10
Promotion of diversity and equality in North Macedonia - Council of Europe 01.07.2021 – 15.04.2022 .....	11
Political accountability, inclusiveness and support program – NDI fixed-amount support 05.2021 – 04.2022 .....	12
ADDITIONAL ACTIVITIES .....	14
Skopje Pride 2021 .....	14
Reporting discrimination to the competent institutions .....	14
S-FRONT IN THE MEDIA .....	16
FINANCIAL REPORT .....	18
CONTACT INFORMATION .....	20

# TO OUR CONSTITUENTS

In 2021, we managed to see the end of the COVID-19 pandemic and get a new look forward to the world, but also to the organization. Considering that in 2020 we started and pushed a huge process to open the first National LGBTI+ line in our country, in 2021 we evolved this idea and through this process we created the Skopje Queer Center – the first specialized counseling center for LGBTI+ people, the people close to them, but also to service providers who need counseling. Within just one year we managed to realize almost three times more sessions for psychological counseling (compared to 2020), this told us that the community has a great need for mental health services and that we, as a civil society organization, at times when the state does not recognize and support these services, it is up to us, as activists, to secure them and find a way to maintain them until they receive dignified support and recognition from the institutions.

Among other things, there was a change of leadership in the organization itself, and with that change, we got a new look at the future of the organization and its goals moving forward.

We singled out the following as key achievements for 2021:

## **Documented:**

- 138 calls to the National LGBTI+ Helpline;
- 2 calls for legal aid and counseling;
- 3 reports to the Ministry of Interior;
- 38 reports to the Basic Public Prosecutor's Office;
- 10 reports to the Commission for Prevention and Protection from Discrimination;
- 3 appeals to the Higher Public Prosecutor's Office for a negative opinion from the Basic Public Prosecutor's Office;

## **Held:**

- A four-day activism training for youth;
- A four-day podcast training for youth;
- 287 individual psychotherapy sessions;
- 14 group psychotherapy sessions;
- 10 self-support groups for the trans community;
- One meeting with the ambassador of the Kingdom of Denmark at the Danish residence in Belgrade;

## **Organized and co-organized:**

- Panel discussion on the situation with and access to rights of LGBTI+ Roma in North Macedonia.
- A presentation was held in the Parliament of the Republic of North Macedonia through the National Network against Homophobia and Transphobia and Civil Rights Defenders from Belgrade to present the results of the regional survey of public opinion on the rights of LGBTI+ people.
- We took part in Belgrade Pride 2021 and events related to Pride Week.
- We promoted the first manual for psychotherapy with people living with HIV and at the same time organized a donation campaign to collect funds for the functioning of the National LGBTI+ Helpline and the Skopje Queer Center.
- We participated in a round table in the Assembly of the Republic of North Macedonia, organized by the Inter-Party Parliamentary Group for the Promotion of the Rights of LGBTI+ People and the Council of Europe on the situation with the legal gender recognition and the changes that should be made in the Law on Birth Records.
- Organization of Skopje Pride 2021 under the slogan "Beyond the walls" in June, together with the members of the National Network against Homophobia and Transphobia.

I would like to sincerely thank all our collaborators and partners from civil associations, the government, donors, but most of all the people - members of sexual and gender minorities whose trust and openness we especially value, and for whose equality, rights and freedom we tirelessly fight.

Executive Director

**David Tasevski**

31.05.2022

# GENERAL ASSEMBLY

## **Eight General Assembly 22.04.2021**

The following decisions were made at the eight General Assembly of S-Front, held on 22 April 2021:

- Adoption of the annual narrative and financial report for 2020.
- Determination and exclusion of S-Front members.
- Dismissal of Antonio Mihailov as Executive Director.
- Appointment of David Tasevski as Executive Director.
- Adopted changes and additions to the Statute of S-Front – see Statute of S-Front.

# PROJECTS

## *Access to Justice for LGBTI Persons in the Western Balkans (12.2018 – 11.2021)*



Norwegian  
Helsinki Committee



Norwegian Ministry  
of Foreign Affairs

### **The project has envisioned:**

- Developing and strengthening the capacities of civil servants from all 15 ministries of the Macedonian government for non-discrimination, hate speech and sensitization in working with persons from sexual and gender minorities,
- Developing and strengthening the capacities of employees in the public sector (healthcare workers, police officers, judges, prosecutors, lawyers, social workers, employees of employment agencies, etc.) for non-discrimination, hate speech and sensitization when working with sexual and gender minorities,
- Development of capacities for implementing, organizing and evaluating training programs for non-discrimination, hate speech, and sensitization in working with sexual and gender minorities of civil servants and employees in the public sector,
- Development of interest, enthusiasm and commitment among civil servants that will lead them to take action in the creation, adoption and implementation of the National Strategy for Sexual and Gender Minorities and the National Action Plan for Sexual and Gender Minorities in Macedonia,
- Providing direct support services to at least 100 people from sexual and gender minorities through: community engagement, involvement and interaction,
- Free psychosocial support and counseling in order to reduce the negative psychosocial outcomes of persons from sexual and gender minorities,
- Increasing awareness of the rights of sexual and gender minorities through awareness-raising tools and activities,
- Free legal assistance and counseling in order to respond to violations of human rights of persons from sexual and gender minorities.

The donor of the project is the Norwegian Ministry of Foreign Affairs, and the grant is managed by the Norwegian Helsinki Committee.

Duration of the project: 12.2018 to 11.2021.



Within this project in 2021, the results are as follows:

**Key activities:**

- Meetings with the Ministry of Labor and Social Policy, and the Inter-Parliamentary Group for the Promotion of the Rights of LGBTI+ People in the Assembly of the Republic of North Macedonia;
- Trainings with young people on activism;
- Meetings with community members in Bitola and Strumica to improve the situation and organization of the groups in these cities;
- We opened the Skopje Queer Center – the first specialized center for psychosocial support of LGBTI+ people and their loved ones;
- From there, we implemented 287 sessions of individual psychotherapy and psychological counseling with 44 LGBTI+ clients;
- We held 14 sessions of group psychotherapy;
- 96 services were provided by a social worker;
- 2 sessions of legal support and counseling with 2 LGBTI+ persons;
- Participation in the organization of Skopje Pride 2021;
- Production of 4 videos for the promotion of the project and activities related to mental health.

**FREE from gender-based discrimination – Parents and teachers together  
(09.2019 – 2.2022)**



**Erasmus+**

The project is supported through the Erasmus+ program and has a 2-year implementation timeline. The activities are to be implemented in 4 countries (United Kingdom, Greece,

Spain, North Macedonia) and will include 2 groups of participants: teachers in primary and secondary schools and parents with children who go to primary or secondary school.

**The specific objectives of the project are:**

- To build the capacities of teachers and raise awareness with parents about gender-based discrimination and to provide resources to change school cultures that contribute to students' discrimination;
- Introduce innovative methods and tools for capacity building of teachers and inform parents about how to respond to incidents of gender-based discrimination;
- Promote collaboration and joint efforts between teachers and parents to build a model of collaboration using a variety of collaborative activities;
- Reducing the psychological and educational impact of gender-based discrimination on students;



- Motivating educational institutions to adopt the approach of the project after the completion of the project.



### As part of this project:

- On December 11, 2019, a meeting was held in London where all project partners were present. The meeting discussed the goals of the project and the time frame, the activities for each partner individually and the activities to be held in the near future.
- Subversive Front conducted three focus groups with parents and teachers in early 2020. Two focus groups with teachers were organized - one in Skopje with teachers from primary and secondary schools in Skopje, Kumanovo and Prilep, and the second focus group with teachers from Prilep. A focus group with parents was organized in Skopje, which united parents primarily from Skopje. Additionally, Subversive Front participated in and distributed an online survey among parents and teachers who came to focus groups and others who applied but were unable to participate due to travel. Furthermore, Subversive Front wrote the National Report for 2020 in October. Finally, in January, a video was made summarizing the experiences, problems, and expectations recorded during the focus groups with parents and teachers (now published on the [website of the FREE project](#)).

- In 2021, a platform was created on which parents and teachers will be able to take the 5 modules created by all the partners, with inputs from different countries and a program that will be the same for all participants from the countries where there are partner organizations. You can access the training on the following [link](#).



- Finally, an event (open day) was held for the promotion of the project and the activities carried out so far, as well as the promotion of the online platform.

### **Strengthening LGBTI+ Roma and civil society organizations in Albania, North Macedonia and Serbia (2021)**



The project addresses the low visibility and awareness of the issues and needs of LGBTI people who also identify as Roma by ethnic origin, providing them with space and opportunities to take action that will enable

them to meet the growing demand to freely realize their human rights, but also towards improved resolution of their issues and needs. The target groups are the LGBTI+ Roma, then the Roma civil society organizations and the LGBTI civil society organizations.

The main activities are: holding a conference for the visibility of non-LGBTI+ Roma problems, psychosocial support for LGBTI+ Roma, a campaign with the promotion of LGBTI+ Roma podcasts to increase the visibility of the problems these people have.

#### **As part of this project:**

- We provided support to our clients at the Skopje Queer Center. Here we had about 40 clients a year, of whom we had almost 300 individual psychotherapy sessions. Since the grant, we have been able to cover 54 sessions. Several of these 54 sessions were for group therapy sessions held monthly with about 10 people.
- We gave 25 food vouchers primarily to members of the Roma community in Bitola and Strumica.
- We held a panel discussion on intersectional issues affecting the LGBTI+ Roma community that had about 20 participants, and one of the panelists was from the Ministry of Labor and Social Policy, who emphasized the importance of intersectionality and should continue to work with Roma LGBTI + community.
- We prepared two podcast episodes with people from the LGBTI+ community that were uploaded to a "streaming platform".
- We held a meeting in our office with 3 community members (two Roma and one trans) about individual and group needs at the local level.

## Promotion of diversity and equality in North Macedonia - Council of Europe

01.07.2021 – 15.04.2022

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

Главната цел на проектот е поддршка и промоција на ЛГБТИ Линијата која е и основана со помош од истиот донатор во август 2020 година.

Буџет: 10 000 евра.

### As part of this project:

The first National Counseling Line for LGBTI+ persons was opened in August 2020 with the support of the Ministry of Labor and Social Policy and the Council of Europe. The line is staffed by experienced psychologists and social workers, who have previously undergone training for line operators, specified for providing support and assistance to LGBTI persons. The goal of the line is to provide a safe atmosphere that is anonymous and confidential, and callers can discuss a variety of challenges and concerns, including sexual orientation and gender identity. LGBTI people, in addition to having the opportunity to talk, support and be heard, the idea is to refer them to appropriate institutions or other organizations, if we notice that there is a need for it.

In 2021, we received 138 calls to the National LGBTI+ Helpline.

In March 2021, the Skopje Queer Center opens - the first specialized counseling center for LGBTI+ people who are victims of gender-based violence. The services offered at the center are free and confidential, and the team working at the center is made up of experienced therapists who are sensitized to work with the LGBTI community.

### The Skopje Queer Center offers the following services:

- Psychological Counseling and Psychotherapy: Psychotherapy is a treatment based on conversation between a psychotherapist and clients, which aims to improve a person's well-being and mental health, eliminate or control distressing symptoms, emotional difficulties or disorders. The psychotherapist provides a supportive environment, which allows the client to talk openly about the reasons why they feel they need counseling or psychotherapy. Psychotherapy helps the client learn how to respond to challenging situations with healthy coping mechanics.
- Group psychotherapy: Group therapy is a form of psychotherapy that involves one or more therapists working with several people at the same time. Group therapy also offers a safe haven and allows for support and encouragement from other group members. People who participate in the group can see that other members are going through the same challenges and problems, which helps them connect and find a unique solution through the experiences of

others. By watching someone successfully deal with a problem, other group members can see that there is hope for recovery, and progress can serve as an example and support.

- Psychosocial support in the field: Given the limited access to services that offer social services for people who do not live in Skopje and the surrounding area, the need for psychosocial support in the field arises, which implies a team of psychologists and social workers, who offer their services to the entire territory of the country. Clients can get these services by calling the center's phone number, and they include: psychological counseling, escort to relevant institutions, assistance in obtaining personal documents and assistance in opening and managing cases of violence or discrimination.
- Accompaniment by a social worker: Accompanying clients to the relevant institutions is for the purpose of realizing their social protection rights, which include rights to financial assistance and social services provided through the social protection system; assistance in exercising the right to health care and assistance in obtaining personal documents. This service also includes assistance in reporting a case of gender-based and family violence to competent institutions such as Centers for Social Work and the Police.
- Legal aid: In cooperation with legal advisors and lawyers hired by Subversive Front, the Skopje Queer Center offers comprehensive services of legal advice and information, legal aid, and representation, for LGBTI+ people. The areas of narrower specialization of legal support and advice services are related to: discrimination based on SOGI, hate speech based on SOGI, hate crimes based on SOGI, asylum and temporary protection due to persecution on the basis of SOGI, gender-based violence, and entering into same-sex partnerships/marriages in foreign countries.
- Informing and referral: Referral and information service means, referring clients to relevant institutions, which are responsible for solving the problem they are contacting us about, and informing clients about their rights and how to exercise them.

In 2021, at the Skopje Queer Center, 44 clients received 287 individual sessions with a psychotherapist. 14 group sessions were held, and 96 social worker services were provided.

More than 65% of the total number of clients were young LGBTI+ people, aged 18 to 30.

### **Political accountability, inclusiveness and support program – NDI fixed-amount support 05.2021 – 04.2022**

The main goal of this project is to improve the rights of LGBTI people in North Macedonia. Subversive Front is the main holder of the project, and it is





implemented in cooperation with the Coalition Margins and the Helsinki Committee for Human Rights.

Activities from this project are: maintaining the national line for LGBTI persons, holding psychosocial sessions with LGBTI persons, reporting discrimination to the competent state authorities, training for the EU integration process, holding meetings with persons

from the state government and other political parties, support of Skopje Pride and NNHT.

Budget: 25 000 USD.

### **As part of this project:**

- Held over 80 sessions of psychological support with LGBTI people,
- The mobile psychosocial support team visited two towns to assist LGBTI+ people,
- Over 40 sessions of legal aid and counseling were given to LGBTI+ people,
- A workshop was held for LGBTI activists on the topic "Building capacities and strengthening LGBTI organizations and activists in the use of their participation in consultations with the state within the EU accession negotiations"
- Held a strategic planning and general assembly for the National Network against Homophobia and Transphobia,



- Held a strategic planning for Subversive Front,
- Creation of a promotional video for Skopje Pride 2021,
- Preparation of the Analysis of solutions for the regulation of hate speech that are applied to the context of the state, you can find it [here](#).
- Creation of a website for Skopje Pride.

# ADDITIONAL ACTIVITIES

## MANUAL PREPARATION – PSYCHOTHERAPY WITH PEOPLE LIVING WITH HIV



Launched in 2020 and scheduled for release in 2021, the manual for mental health professionals will include basic information about HIV as well as information about antiretroviral therapy. However, the manual's focus is on psychotherapeutic topics for working with PLHIV and its purpose is to serve those professionals working in counseling and psychotherapy who already have an educational background in some psychotherapeutic field. The manual is available at the following [link](#).

## Skopje Pride 2021

On June 26, 2021, the second Skopje Pride took place. Due to the COVID-19 pandemic, in 2020 Pride was held virtually with a rich one-week program. This year, Skopje Pride returned to the physical space and managed to realize the second Pride in our country. With over 2000 participants in the march, and the cultural program with speakers from the community, supporters and civil servants was held in the City Park at Shkolka.



Organized by the National Network against Homophobia and Transphobia, Subversive Front, as part of the organizing team of Skopje Pride, with the slogan "Beyond the Walls" showed that life in isolation is difficult for everyone, and it is everyday life for countless LGBTI+ people who struggle with their environment and their acceptance in it.

## Reporting discrimination to the competent institutions

During 2021, Subversive Front's team monitored and reported hate speech and threats to commit hate crimes. We submitted:

- 3 (Three) criminal charges to the Ministry of Internal Affairs (MIA) - we have no answer for the further action of the Ministry of Internal Affairs
- 38 (thirty-eight) criminal charges to the Basic Public Prosecutor's Office Skopje (BPPO-Skopje) - we have a response from the BPPO Skopje to 17 (seventeen) criminal charges, of which 3 (three) are decisions to dismiss

the criminal charge and 14 (fourteen) resolutions in which it is reported that there is no place for action from the public prosecutor's office.

- 10 (ten) reports to the Commission for the Prevention and Protection of Discrimination (CPPD) - we have a response to 5 (five) in which discrimination and harassment in relation to sexual orientation and gender identity towards a marginalized group of LGBTI + Community have been determined.
- 1 (one) criminal complaint submitted to the Basic Public Prosecutor's Office in Bitola (BPPO-Bitola) - a decision to dismiss the criminal complaint was made by the competent public prosecutor from Bitola.
- 1 (one) free legal assistance to a person belonging to the LGBTI+ community with whom we held two meetings, the first of which was via the "Zoom" platform, and the second via a phone call.
- 3 (three) complaints to the Higher Public Prosecutor's Office in Skopje (HPPO-Skopje) following decisions on rejected criminal charges by the Basic Public Prosecutor's Office in Skopje - the Higher Public Prosecutor's Office in Skopje responded to 2 (two) complaints, in one of the complaints the Higher Public Prosecutor provided us with a notice of inadmissibility of appeal, in the second appeal the Higher Public Prosecutor ordered the Basic Public Prosecutor to continue the procedure in which the competent public prosecutor of Skopje once again delivers to us a decision to dismiss the criminal complaint, and we again filed a complaint with the Higher Public Prosecutor's Office in Skopje, but we still have not no response regarding this.



# S-FRONT IN THE MEDIA

As in previous years, this year we continued with our presence in the online space. We made many attachments and videos about our work, participated in various events organized by our partners and gave many interviews on online portals.

Look at some of them:



Participation of Antonio Mihailov in an interview on TV 24 - speaking on Skopje Pride 2021 and the rights of the LGBTI+ community.

For the promotion of the Counseling Line, we conducted several interviews on various portals: Sloboden Pечат, Radio MOF, PINA. We have published several videos introducing our counselors, and published articles related to mental health on our social media.

David Tasevski - Executive Director of Subversive Front gave several interviews for the portals Radio MOF, Kajgana, Nova TV, Alturi, on topics related to the mental health of LGBTI people.

## DAVID TASEVSKI — SUBVERSIVE FRONT, NORTH MACEDONIA



David Tasevski is the Executive Director of **Subversive Front**, an association for sexual and gender minorities based in North Macedonia. In this interview, he discusses the importance of mental health within the LGBTI community and how Subversive Front is working to develop evidence-based policies, programs, and services that support the self-identified needs of LGBTI people.

As in previous years, this year too we were active on our website and on other social networks. Below you can see the statistics for 2021:

**Facebook:**

- On the Facebook page of Subversive Front, we have 4469 followers and more than 160 posts in 2021.
- On the Facebook page for Skopje Queer Center, we have 640 followers and many posts in 2021.

**Instagram:**

- On the Instagram profile we have 1049 followers and many posts in 2021.

**Twitter:**

- We have 420 followers on Twitter and more than 1000 posts in the last few years.

**YouTube:**

- On the YouTube profile we have more than 35 videos related to our work in the last few years.

# FINANCIAL REPORT

## FINANCIAL REPORT FOR 2021

### INCOME STATEMENT (31.12.2021)

#### REVENUE

1 Revenue from membership fees, gifts, donations and income from other sources	7,407,841.00 ден.
2 Own revenues	
3 Other revenues	1,500.00 ден.
4 Excess revenue from the previous year	780,772.00 ден.

<b>Total revenues:</b>	<b>8,190,113.00 ден.</b>
------------------------	--------------------------

#### EXPENSES

1 Material spent	142,604.00 ден.
2 Energy consumption	54,180.00 ден.
3 Other services	146,090.00 ден.
4 Transport services	13,810.00 ден.
5 Expenses for advertising, propaganda and entertainment	87,420.00 ден.
6 Rents	167,650.00 ден.
7 Other material expenses	110,787.00 ден.
<i>Total material costs, services and depreciation</i>	<b>722,541.00 ден.</b>

8 Fee for payment operations	50,819.00 ден.
9 Diaries for a business trip	90,838.00 ден.
10 Fees to the costs of workers and citizens	1,632,170.00 ден.
11 Memberships fees	4,000.00 ден.
12 Other expenses	73,575.00 ден.
<i>Total other expenses</i>	<b>1,851,402.00 ден.</b>

13 Funds for equipment	80,613.00 ден.
<i>Total Funds for equipment</i>	<b>80,613.00 ден.</b>

14 Paid salaries	2,539,417.00 ден.
12 Paid compensation	63,740.00 ден.

<i>Total payments, donations and other charges</i>	<b>2,603,157.00 ден.</b>
--	--------------------------

<b>Total expenses:</b>	<b>5,257,713.00 ден.</b>
------------------------	--------------------------

<b>REALIZED EXCESS INCOME (PROFIT BEFORE TAX)</b>	<b>2,932,400.00 ден.</b>
---	--------------------------

## FINANCIAL REPORT FOR 2021

### BALANCE SHEET (31.12.2021)

ASSETS	
1 Equipment	229,856.00 ден.
<i>Assets permanent means</i>	<b>229,856.00 ден.</b>
2 Bank account	3,003,988.00 ден.
3 Other cash	
4 Claim for more paid taxes and contributions	11,556.00 ден.
<i>Cash, short-term receivables and active fiscal accounts</i>	<b>3,015,544.00 ден.</b>
<b>Total assets:</b>	<b>3,245,400.00 ден.</b>
LIABILITIES	
1 Business Fund	229,856.00 ден.
<i>Liabilities - sources of business assets</i>	<b>229,856.00 ден.</b>
2 Part of the excess revenue transferred to next year	2,932,400.00 ден.
3 Other passive time distinctions	83,144.00 ден.
<i>Total accrued expenses</i>	<b>3,015,544.00 ден.</b>
<b>Total liabilities:</b>	<b>3,245,400.00 ден.</b>

# CONTACT INFORMATION

## David Tasevski

Executive Director

[dtsevski@s-front.org.mk](mailto:dtsevski@s-front.org.mk)

## Angelina Ivanova

Director of finances and administration

[aivanova@s-front.org.mk](mailto:aivanova@s-front.org.mk)

## Stefan Petrovski

Program Coordinator / Communications

[spetrovski@s-front.org.mk](mailto:spetrovski@s-front.org.mk)

## Ivana Kostovska

Program Assistant / Social Worker

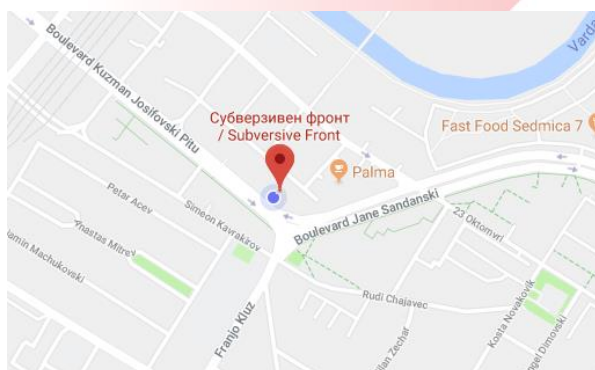
[ikostovska@s-front.org.mk](mailto:ikostovska@s-front.org.mk)

## Martin Tasevski

Legal Advisor

[mtasevski@s-front.org.mk](mailto:mtasevski@s-front.org.mk)

## Map



Subversive Front  
BLD. K. J. Pitu 19/5-28, 1000 Skopje  
Republic N. Macedonia

Telephone: +389 2 609 0779  
Email: [contact@s-front.org.mk](mailto:contact@s-front.org.mk)  
Website: [www.s-front.org.mk](http://www.s-front.org.mk)