

Final Activity Report

EU-SEE Training Course on Youth Partnership–Building and Project Management



10.11.2004 – 16.11.200

Podgorica, Serbia and Montenegro



**This project has been carried out with the support of the YOUTH programme
of the European Community.**

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Introduction, aims and objectives:

The present document is a report of the EU – SEE training course on Youth Partnership–Building and Project Management, held in Podgorica, Serbia and Montenegro, from the 10.11.2004 – 16.11.2004.

This support measure project was part of a series of two training courses on YOUTH Programme partnership building and project management held in Croatia and in Montenegro to further stimulate the development and to support the implementation of EU - SEE voluntary service and youth exchange projects.

To cope with the growing demand for more participation in EU-SEE YOUTH projects, these training courses aimed at fostering capacity building by transferring know-how on partnership building and project management of relevant Youth Actions.

Building on past projects' experiences and results, the main objectives of these training courses were to train Youth workers on:

- Project development, application procedures and implementation of Youth Action 1(multilateral) and Action 2 (bilateral and multilateral)
- How to promote cooperation around youth mobility and voluntary service in the distinct EU-SEE contexts
- How to ensure quality programmatic and financial management and reporting of YOUTH projects

The report is structured according to the program schedule. Some of the used material and presentations, as well as results of the training course in form of project outlines can be found in the annex. A warm thank you to all participants for their contributions and enthusiasm, which resulted in fruitful discussion and a worthwhile training effort.

Andreas Schwab
ICYE International Office

Programme overview

<u>Date:</u>	<u>Time:</u>	<u>Activity:</u>
10.11.04	p.m.	Arrival of participants Welcome and get-together
11.11.04	9.30 - 11.00	Opening and presentation of programme
	11:30 - 13:00	Introduction to participants' organisations/projects
	15.00 - 16.00	Lecture on " The situation of youth and youth work in the Balkans"
	16:30 - 18:30	Plenary Discussion on the situation of youth and youth work in Western European and South East European Societies"
	21:00 - ...	Intercultural evening (country presentations)
12.11.04	09.30 - 11.00	Presentation: "THE EU YOUTH Programme - Opportunities for EU-SEE co-operation"
	11:30 – 13:00	Presentation of example of practice
	15:00 - ...	Project visit to PRONI youth association, Excursion to Kotor and Budva
13.11.04	9:30 – 10:15	Introduction to workshop tasks presentation of guidelines and YOUTH application forms

	10:30 – 15:00	Development of EU - SEE YOUTH Action I-, II- and V-Projects (three parallel workshops)
	15:00 – 16:00	Presentation of workshop results in plenary
	16:30 – 18:30	Continuation of workshops
<u>Date:</u>	<u>Time:</u>	<u>Activity:</u>
14.11.04	9:30 – 11:00	Introduction on procedures and and Financial Management on YOUTH projects
	11:30 – 13:30	Three Workshops on budget planning And management of EU - SEE YOUTH Action I-, II- and V-Projects
	15:00 – 16:30	Implementing EU - SEE EVS projects, Plenary presentation on volunteer Management, cultural adjustment process and dynamic problem solving
	17:00 – 18:30	Working groups
15.11.04	9:30 – 11:30	Workshops on Youth PROJECT DEVELOPMENT
	11:30 – 13:00	“Market place - finding project partners”, drafting project outlines
	15:00 – 17:00	Plenary presentation on project proposals / Planning of project activities
	17:00 –18:00	Final Recommendations to participating organisations and Final Evaluation of the activity
	18:00 – 18:30	Welcome to Salto SEE Co-ordinator and SOS Co-ordinator, brief presentation of SALTO and SOS Final comments by participants FAREWELL PARTY
16.11.04	9:30 – 13:00	Departure of participants

Daily Reports by participants

Daily report: Thursday 11. November 2004

Morning session:

Official welcome by the team members: Andreas Schwab on behalf of the organizers officially welcomed all participants and thanked ADP-ZID for their support in hosting the meeting.

After getting to know each other and some ice-breaking games we shared our expectations, both what we hoped to contribute to the course and what we hoped to learn and achieve. Some of the statements made by participants were:

- learning about the opportunities provided by the youth programme and how our association could benefit from it
- getting to know new friends and organisations to start cooperation
- getting more knowledge and skills about how to run youth projects under the YOUTH programme
- learning from experiences of organisations involved in the YOUTH programme since a long time.

The team members presented the programme and subsequently the reporting team and "social team" were formed.

We took 20 minutes to prepare a flipchart to present our organizations, focussing on experiences with the YOUTH program and main activities.

Each participant then presented his/her organisation as follows:

Albanian Society in Development -ASD

ASD is a youth NGO from Albania established in 2000 with the initiative of a group of young activists. Our members are young people 14 – 35 years old. We want to make dreams become reality for the youth of our country. "The youth should have a role in decision making and a definite role of participation in our society".

In particular, the question of minority groups, social inclusion, and equal rights are issues that we are keenly aware of, and seek to promote in our work. So far we have done several projects on Human Rights, Interregional cooperation, HIV/AIDS, Gender issues, inclusion of minorities etc. We collaborate with many Albanian and International organisations, and we are looking forward to build new partnerships.

Cooperation for Voluntary Service CVS:

CVS is a non-governmental organization that offers a public service in the area of international voluntary work. Its aims are to promote interaction and contact between young people from all over the world and to give young people the opportunity to participate in voluntary projects areas – culture, ecology, work with children and others, in Bulgaria and abroad. CVS is also working on short- and long-term projects as organizing work camps sending and hosting MTVs and EVS.

Youth Forum EYE:

Youth Forum EYE is a youth NGO aiming at a multiethnic and tolerant society in the Republic of Macedonia. The Youth Forum EYE also supports international youth exchange programs. Their aim is to inspire and help social and economic changes.

The majority of the activities promoted by Youth Forum EYE refer to three main areas:

- Youth exchanges and national European and international voluntary youth service
- The sphere of non-formal education for young people on values of promoting human rights education and inter-cultural dialogue and learning, as well as international youth activities on the field of human rights;
- The development of consciousness of European citizenship and dimension through programs and projects developed for the empowerment of young people.

EYCI:

EYCI - Educación y Calidad Intercultural was created in 2002, with the support of a FUTURE CAPITAL project under the Youth Programme of the European Commission. It cooperates with the BBK Gazte Lanbidean Foundation to promote intercultural activities, which are of social interest and contribute to local development worldwide. It encourages young people to participate in youth voluntary service and exchange programmes to foster mutual understanding among young people from different countries. EYCI provides training on social, civic and cultural issues; organizes meetings and collaborates with national and international associations in carrying out joint projects to meet the needs of young people and local communities.

YCS YMCA Macedonia:

YMCA Macedonia is a youth NGO and part of the international YMCA family. With over 200 members and volunteers YCS YMCA Macedonia works primarily in the fields Arts, children-care, youth sport activities and informal education. YCS YMCA Macedonia has recently hosted two EVS volunteers and is interested in EVS and Youth exchanges.

Association of Citizens Peace action:

The Association of citizens Peace action is a non-profit organization registered in 2002. They work on promotion of peace and non-violence with a special focus on the right of conscientious objection. Members and volunteers are mostly coming from three Macedonian cities.

Apart from the information office they are about to implement a project, which aims to create a national network of organizations willing to work on promotion and support of the right for conscientious objection.

Association for Democratic Prosperity – Zid:

Zid is a nongovernmental organization founded 1996. Residence of the organization is in Podgorica, Montenegro. Governing body of the organization is independent Board of Directors. Executive bodies are executive director and the program board and they carry out decision of the board together with other staff and volunteers working in the organization.

ADP – Zid realizes different kind of projects within the following programs:

- Volunteers' center program
- Community development program
- Program of information and culture

Activities of the organisation are: long – term and short – term volunteers' exchange (international Work camps), promotional campaigns, education, surveys, public campaigns of different kind, advocacy initiatives, conferences, seminars, round tables, mobilization of citizens and non-formal groups, exhibitions, concerts, theatre shows, street performances, production of documentary movies, publishing of books and so on.

ADP – Zid is member of several regional initiatives and networks such as Network of Youth NGOs in Montenegro, South-East European Youth Network (SEEN); The Citizens' Pact for SEE; and International hCa (Helsinki Citizen Assembly) Network.

Youth Center Post Pessimists of Montenegro:

Youth center Post Pessimists of Montenegro is a non-governmental non-profit organization established by students from Montenegro, that tries to develop and promote constructive forms of communication, confidence and understanding among people with different ethnic, national, cultural, sexual and other identities, awareness about responsibility and power of youth in social processes, spreading the culture of peace, tolerance and solidarity, principals of human rights as well as working on reducing all kinds of discrimination.

Educational Centre Krusevac:

The Educational Centre Krusevac was registered in May 2001 with the vision of developing civil society, which respects the rights of every citizen. The Educational Centre Krusevac mission is the promotion and development of civil society and the active citizen in local communities.

The goals are to animate and accomplish citizen activity through voluntary engagement, to promote, protect and improve human rights, to affirm and apply non-formal education, to build and develop local community; to promote and strengthen the non governmental sector in different local districts.

The Educational Centre Krusevac carries out the following activities:

- Education of citizens through alternative workshops for concrete knowledge and skills
- Organizing educative seminars, workshops, discussions, city meetings, campaigns, consultations, and lectures about democracy, civil society, science, culture, and art.
- Establishing cooperation and partner relations with the local government

ESTYES is a non-profit NGO working for the development of international youth exchanges and voluntary service in Estonia and abroad seeing it as an important tool of non-formal education.

Some of the general aims of ESTYES are: to increase international understanding, mutual respect, solidarity between countries and people; to promote dialogue between young people all over the world. Our main activities are: organize work camps in Estonia and send Estonian volunteers to those abroad; involve Estonian volunteers to medium and long term voluntary services abroad; host volunteers from abroad at medium and long term projects in Estonia; organize and run youth and cultural exchanges of different kinds, study visits with various themes for youth foreign groups in Estonia and for Estonians abroad; take part in international conferences, seminars, training activities in Estonia and abroad.

AFSAI:

AFSAI is a non-profit organization founded in 1958. AFSAI has been working since then in the field of intercultural education implementing both short and long-term exchanges. The structure of AFSAI is based on the voluntary work of its members: the majority are youngsters who have participated in one of our programmes. AFSAI's activities are in three main areas:

- Intercultural education through international youth exchanges
- EU YOUTH programme activities / projects, to promote European Citizenship
- Organizing and promoting international youth voluntary service activities

AUS – ICYE Iceland:

AUS ICYE is a sending and a hosting organization for volunteers. The organization was founded in 1960. ICYE Iceland main programme is the ICYE youth exchange for young people from 18 to 30 years of age who go abroad for 6 or 12 months. The programme gives them the opportunity to get to know the way of life in another country so as to raise the global awareness and overcome barriers and prejudices between nations.

The Timok Klub

Mission of the Timok Club to raise sustainable and environmental secure social and economic development of the Timok region together with the improvement of life conditions for the inhabitants of the region and Cross-border co-operation with the neighbouring regions. Timok club is non-profit, non-political and non-Belgrade citizens' association

Projects and activities: Volunteer Centre, Workshops, Refugee support / Women's club, Children's playground; Knjazevac's Open School,The Timok Klub has hosted an EVS volunteer for the first time within the ICYE multilateral EVS project on refugees, human rights and reconciliation and participated in the support training course which was held in Berlin in February 2004.

United Nations Volunteers (UNV):

United Nations Volunteers (UNV) program is a UN organization that supports human development globally by promoting volunteerism and by mobilizing volunteers. It started operations in 1971, headquarters are in Bonn. UNV is administered by the UNDP and operates amidst growing recognition that volunteerism makes important contributions, economically and socially, to more cohesive societies by building trust and reciprocity among citizens. In 2003 over 5600 volunteers served in 144 countries. 18 volunteers are presently in service in Albania.

Volunteer Center Zagreb:

VCZ is a non-profit, non-governmental organisation, which aims to solve problems, satisfy needs and develop progress of the individuals and community and society in general. This is achieved by promoting voluntarism and its values and by making voluntary work possible to all citizens.

At the end of the year 2001 VCZ became a branch of the Croatian SCI. VCZ is the regional organizer of the YouthNET (Youth, School & Community Network under the jurisdiction of The Stability Pact) and the ICYE (International Cultural Youth Exchange) – Eastlinks Information Project. VCZ has already participated in several long-term exchange projects. We have participated in 5 multilateral EVS projects organized by ICYE, SCI and Interkulturelles Zentrum and bilateral EVS projects with France and Italy. We have hosted and sent volunteers to and from other countries in the SEE region (Bosnia and Herzegovina and Macedonia) within the SEEYN exchange programme. We have also hosted and sent volunteers to and from Denmark, Ireland and France on different exchange programs.

ICYE - International Federation:

The Federation of the International Cultural Youth Exchange, which comprises 35 National Committees and four regional bodies, is a non-profit NGO, registered in Germany and with headquarters in Berlin. ICYE promotes short and long-term youth exchanges combined with voluntary service activities. ICYE enhances youth mobility and intercultural learning through exchange programs, study visits, training and issue seminars.

The ICYE Federation maintains operational relations with the UNESCO and has consultative status with UN-ECOSOC. It is a full member of CCIVS. Through the ICYE European Association it cooperates with the Council of Europe and is also an active member of AVSO and of the youth forum of the EU.

Afternoon Session

In the beginning of the afternoon session Mr. Igor Milosevic, executive director of ADP-ZID gave a lecture on "The situation of youth and youth work in South East Europe. Following an introduction, he presented an overview of the political- and economical situation in the Balkan region and how it influences youth work in that area as follows:

In the beginning of his presentation Mr. Milosevic mentioned that SEE is a very unstable region and introduced us to historically significant events that had influenced the development of current interstate relationships among newly formed states as well as about relationships and cooperation among youth in the SEE region:

The rise of nationalism in the beginning of the 1990s was one of the main and most visible consequences of some fundamental changes and events that had occurred in this period – Slobodan Milosevic had come to power in single party Serbia; Franjo Tudjman and his nationalist party HDZ had won the elections in Croatia in 1990; as well as the success of the nationalist parties at the elections been held in Bosnia & Herzegovina that year. These events and new political environment had created a very unstable situation in the country.

Soon afterwards social and political unrest had culminated and transformed into armed conflicts – the war in Croatia and Bosnia & Herzegovina started. In 1992, first time in her history Montenegro pursued an aggression to some other country – neighbouring Croatia. Instead to providing the financial support to the federal government of Mr. Ante Markovic that needed USD 1 billion for transformation and revitalization of the economy in SFR Yugoslavia in 1989, in the last decade of the twentieth century the world got the much more difficult task to reconstruct the devastated countries of the Balkans. This was, no need to say, much more expensive then the former option. As Mr. Igor Milosevic said, the EU was making many mistakes as well. Recognition of the newly formed, small Balkans states by the EU countries and acceptance of the dangerous national concepts in this region was just one of the wrong decision in the row.

The wars in this part of Europe officially ended in 1996 by signing the Dayton Agreement, however, it was not the end of further disintegration of the Balkans. In 1999, NATO had launched the bombing campaign against Serbia and Montenegro because of Kosovo, which in combination with the economic sanctions during the 1990s and the highest inflation in the world history ever, almost completely destroyed economic systems and brought those two republics to the brink of bankruptcy. The last ethnic conflict, hopefully, took place in Macedonia in 2001.

With the development of the idea of integration in this region, the hope for stable and prosper life is rising. The Stability pact for SEE was launched in June 1999 that had been preceded by the cooperation among cities in particular those that had a long-lasting reputation of pursuing the policy of peace-building and reconciliation – a triangle Osijek (Croatia) - Subotica (Serbia) - Tuzla (Bosnia & Herzegovina).

After four years that the Stability Pact had been established only, first states in the SEE became the candidates for EU membership whereas Slovenia became member state of the European union in may 2004. The next countries in the row, Romania and Bulgaria are hoping to become member states by January 2007 and Croatia a bit later. Macedonia, Albania and Serbia and Montenegro stayed much behind not to mention that the process of disintegration in Serbia and Montenegro probably is not finished yet.

In the last part of his presentation Mr. Igor Milosevic emphasized that the cooperation among youth from different SEE countries during that period had never completely stopped. It was intensified even more in the second half of the 1990s and consequently, in 1998 a number of regional networks gathering young people were established – the Citizens' Pact for SEE, SEEYN, AEGEE, ... Many donors, either private or governmental institutions and foundations, had recognized the importance of this cooperation and without their assistance and support that cooperation would not have been possible nor fruitful.

The mobility of young people and a chance to meet with their peers in other countries in Europe is crucial for them to get to know the values of civil and democratic society.

In addition, by engaging in NGO's, volunteering and non-formal education programmes they can learn how to become active members of society and to contribute to more democratic societies. Certainly that process, as Mr. Igor Milosevic emphasised, was never a simple nor an easy one.

What aggravates the situation of young people is that in most SEE countries unfortunately, the unemployment rate is above 30 %, an average salary is EUR 200 or less.

The politicians are still manipulating young people, which is a common practice. Respect of human rights is at a low level. Young people in particular in rural areas are isolated. Their mobility is limited either due to economic limitations or by restrictive visa regimes.

In the following plenary discussion, the participants from Italy, Estonia and Spain pinpointed major problems young people encounter in their countries such as youth unemployment, lack of governmental support and the shrinking interest of young people to become politically active. Even though we found many similarities, we realized, that the social- and economical background is very different in both regions and therefore it is difficult to draw comparisons.

Participants then shared their experiences in organizing youth nonformal education and voluntary service activities, naming as major problem that communities and governmental institutions do not recognize this type of activity in many countries. Also here the situation in EU countries is different, as some of them have even governmental support for volunteering programmes.

One of the questions raised was how to get the youth more involved especially in rural areas and where people have less access to modern technologies. We discussed how we see the YOUTH

programme as a mean to increase youth mobility, intercultural understanding and achieve more tolerant societies.

Mr. Milosevic received a warm applause for his lecture and ended the afternoon session by welcoming once again all participants on behalf of ADPZID and offering each participant a welcome present of typical Montenegrin products.

This was a good lead over to the intercultural evening, which was then organized by the social team. Participants presented their countries by acting TV spots, showing videos, playing music and sharing traditional food and drinks.



...a Serbian-Montenegrin cultural presentation...



...and tasty fruits from Albania...

Daily report: Friday 12 November 2004

Morning Session

Presentation “The EU Youth Programme – Opportunities for EU-SEE Cooperation” (Annex 1)

Mr. Andreas Schwab gave a general introduction to the EU Youth Programme. He introduced the three main components of the EC Youth field: Socrates (education), Leonardo (vocational training), Youth (non formal education). The focus has been in particular on the five actions, which make up the third component. The following issues were explained in depth:

- What is considered as Action I, II, III, IV, V
- Who can participate
- Which Actions concern SEE (I, III, V)
- Which are the programme countries
- Objectives for co-operation with SEE region
- Which are the SEE third countries
- Rules for activities with third countries
- Youth programme co-operation with SEE so far
- Definition of structures and projects in support of developing youth co-operation with SEE
- Future perspectives for the EC Youth programme (Youth in Action 2007-2014): budget of 915 million euros; change of participant’s age (13-30); new opportunities for the Balkans countries (SEE NGOs will have the possibility to directly apply for Action I, II, V).

After this general introduction and overview, examples of practice of the YOUTH Actions relevant for EU-SEE cooperation were presented as follows:

Presentation of examples of Action I, II and V.

Action 1 (presented by Sara Mazorra): (Annex 2)

“Sport, the new way for social inclusion” implemented by AJP and EYCI in Spain.

One week of sport activities was organized for young people with physical and mental disabilities from Portugal and Basque Country.

Action 2: Interview to 2 EVS volunteers: (Annex 2)

After a brief introduction to the framework of a multilateral EU-SEE EVS project (on refugees, human rights and reconciliation), coordinated by the ICYE International Office, an interview was held by two EVS volunteers who explained the following:

- how they applied to EVS:
- how they chose their projects
- how they prepared themselves before departure
- the support received from the sending organizations
- how they started working in the projects and their tasks
- the support received from the hosting organization and the tutor
- the benefits they are receiving and those received by the host organization

Action 5 / 1: “Information project” (presented by Domagoj Kovacic, Volunteer Centre Zagreb).

A network of youth “focal points” and “local antenna” was established in Croatia, Bosnia and Herzegovina, Macedonia and Serbia and Montenegro. A website, a mailing list and a CD-Rom containing information about the EU Youth programme and examples of projects with SEE were produced and distributed to young people and organizations involved in youth activities.

Action 5 / 2: “EU-SEE Training Course on Refugees, Human Rights and Reconciliation” (presented by A. Zekovic, ADP-ZID).

A training course has been held in Berlin on human rights and refugees issues in order to support the implementation of a multilateral EVS project coordinated by ICYE in 2004-2005 related to this topic. The course enabled representatives of youth NGOs and of refugee and human rights initiatives to meet beforehand and jointly prepare themselves for their first experience in hosting or sending EVS volunteers. This has proven to be successful and enriching for both the youth NGOs and the NGOs dealing with refugee and human rights issues.

Presentation of UNV/UNDP RIVER SEE project by Stefania Di Paola (UNV Albania):

RIVER SEE is a Volunteer Exchange scheme for Balkan Region that aims at enhancing capacity and stimulating creativity of Civil Society/Voluntary Involving Organizations to develop and manage a vibrant volunteer sector in the region. After presenting a brief overview of Volunteerism situation in the Balkans and prior UNDP/UNV initiatives in the Region, the immediate and overall objectives of RIVER SEE were presented.

Furthermore participant countries, partners (EVS, VSO, SEEYN, OW) and the 14 Implementing Partners Organizations have been introduced and the concrete functioning of the volunteers’ exchanges has been explained.

Afternoon Session

Excursion to Kotor to visit the youth organisation PRONI:

Meeting with Tomislav Zegura a representative of PRONI Institute for Social Education who introduced the organization's mission and activities.



PRONI started its work in Montenegro in May 2002 (with offices in Podgorica, Ulcinj and Kotor) and is currently developing work with young people through a variety of activities and projects such as:

- University course in leadership and developmental youth work
- Youth clubs
- Youth exchanges
- Developing partnerships with local authorities
- Youth services
- Cultural festivals (i.e. FIKUS)
- Youth Fund

After visiting Kotor old town, which is been declared as a UNESCO world heritage site, the participants had the opportunity to visit another old and fashionable town on the Montenegrin coast (Budva).





Daily report: Saturday 13 November 2004

Introduction to the day programme.

Introduction to workgroups in the 3 different actions, which are relevant in SEE countries:

Action 1, Action 2, and Action 5. Participants chose work groups according to their personal preferences.

The work groups in the morning had the following tasks: - to define priorities and themes for potential youth projects, - to discuss and propose a set of criteria for quality projects according to each Action.

Afternoon session

The participants gathered in plenary and presented the results of their working groups as follows:

Report of the group on Action I:

- Ljuben Tevdovski (YMCA Macedonia), Sara Mazorra (EYCI Spain) - Convenors
- Franziska Lemke (The Timok Club, Serbia and Montenegro), Kristel Lipand (ESTYES, Estonia), Lidija Zekovich (Youth Centre Post pessimists of Montenegro, Serbia and Montenegro) -Participants

Themes:

By using the “brainstorming” methodology we identified the needs of young people to transfer these needs in priorities for youth work and real topics for Action I projects.

Young people’s needs

Job, motivation, freedom, clear identity, make new friends, alternatives for youth, do something useful in the free time, express identities/ as a background, share tools and experiences, music, travel

Interesting Project ideas:

-Baltic Balkan- youth problems

-Environmental campaign

- Youth cultural Festival
- Materials with expression of participants
- Research of culture diversity
- 1 Europe, 1000 identities
- Alternative tourism
- Youth Village
- Environmental campaign
- Contact – refugee youth and other young people

Report of the group Action II:

Relevant Themes for future EVS projects

- Social Inclusion (Roma, victims of landmines, refugees, minorities in general)
- HIV/AIDS & family planning
- Environment / sustainable development
- Youth policies and participation
- Awareness activities
- Social work
- Cultural activities
- Peace education

Criteria for successful projects:

- Project related previous training
- Selection: proven commitment / interest to project theme
- Concrete & real task description (with a chance to be modified + guidance)
- Support by tutors
- Group experience
- Access to follow-up activities
- Good visibility of projects and documents.



Daily report: Sunday 14 November 2004

Morning Session

We started with the overview on funding rules for Action I, Action II and Action V. Then, we had a short presentation on how to elaborate a budget for the above mentioned projects and learned briefly how to fill in the financial part of each of the Action's application forms.

The second part of the morning session was done in group work. Each group had the task to:

- read the user's guide section which relates to their action (I,II and V) and clarify questions
- formulate tricky questions for a quiz to be done in the following plenary
- plan the budget of the YOUTH project they had chosen taking into account the funding rules of the respective action.
- Simulate the implementation of their project by elaborating a timetable / project cycle for all management and coordination tasks.

In the end of the morning session, the three groups presented their results and received feedback and suggestions from the more experienced YOUTH project organizers. This was hard work, especially for the group working on an Action 2 project, but opened our eyes regarding the importance of precise planning and efficient management of YOUTH projects.



For the last 15 minutes, we carried out the quiz, in which each group asked their list of tricky questions to the other group and found that our general knowledge on the YOUTH programme's Actions I, II and V had already increased.

Afternoon Session:

Implementing EU - SEE EVS projects

On volunteer management

Ruta Gedzeviciute from ADP – ZID gave a brief introduction to volunteer management and what should be considered for an efficient and successful volunteering experience. She first mentioned that there are different categories of volunteers which require different kinds of volunteer management, (volunteering from the distance, professionally skilled volunteers, unskilled volunteers, collective volunteering, etc,..)

She then introduced the following techniques and recommendations, enriching them with examples of personal experience:

Techniques needed to manage and supervise volunteers effectively:

- Creating a motivating environment for your volunteers
- Empowering the volunteer
- Making volunteers responsible for the results of their work - by giving them authority to decide within limits, how they will go about achieving the results of which they are responsible.

She furthermore differentiated the following levels of control, which are frequently being applied depending on the relationship between the project supervisor and the volunteer, as well as the work style in the host organisation and which may have significant influence on the volunteer's performance and integration in the host organisation's work environment.

Levels of control

- Self-assignment: Volunteer decides him/herself what to do.
- Monitoring progress: Volunteer decides, but in some cases the supervisor.
- Prior approval: For anxious supervisor discussing with the volunteer on an ongoing basis.
- Control: Volunteer does what he is told to do.

“You need to climb the control ladder” – some recommendations!

- Managing people by asking questions rather by telling them what to do
- Frequent Evaluation and feedback of volunteers performance

Cultural Adjustment Process and Dynamic Problem Solving - What to do when things are getting complicated?

Andreas Schwab then gave an input on situations related to the EVS programme, which frequently result in conflicts and problems during the service and in some cases can lead to early return of volunteers / drop-out. He first introduced different stages of cultural adjustment as follows:

Each stage in the adjustment process is characterized by symptoms or outward signs typifying certain kinds of behaviour:

(1) Honeymoon Period:

You are fascinated and excited by everything in the new culture. You are excited to be experiencing a new culture. This level of elation may not be reached again.

(2) Cultural Shock:

You are immersed in new problems; housing, transportation, voluntary activity, shopping and language. Mental fatigue results from continuously straining to understand the new language and culture.

(3) Initial Adjustment:

Everyday activities such as housing and shopping are no longer major problems. You may not yet be fluent in the spoken language, but you can now express your basic needs and feelings to a certain extent.

(4) Mental Isolation:

You have been away from your family and good friends for a long time and may feel lonely. You cannot express yourself as well as you could in your native language. Frustration and sometimes loss of self-confidence result. Some people may remain at this stage, particularly if they are not able to find a friend, an activity or a host family that they can feel a part of.

(5) Acceptance and Integration:

A routine (e.g. activity, school, family life) has been established. You have become accustomed to the habits, customs, foods, and characteristics of the people in the new culture. You feel comfortable with friends, people, and the language in the new country.

Can you accelerate or skip some of the more difficult stages of adjustment?

Some people can, yet others cannot. This depends on your ability together with support of other people to cope with changes in your life. Change is easier for some people than others. Whenever you happen to be experiencing a negative stage of adjustment, you must be extremely patient and let time do its work.

How do you know that you are having problems adjusting to the new culture?

Typical "symptoms" include the following:

- Homesickness
- Inability to work well
- Too much eating, drinking, or sleeping
- Anger toward the members of the new culture
- Glorifying the home culture and emphasizing the negative in the new culture
- Withdrawal and avoidance of contact with people from the new culture
- Lack of ability to deal with even small problems

After the introduction we had two short role-plays from "real life" – dealing with conflicts frequently arising between host organisations and volunteers. After each role play we had a group discussion,

to share our opinions, suggestions on how we could try to avoid those conflicts, or if they could not be avoided, how to deal with them and solve them in a responsible and efficient way.



In the end of the afternoon session we were given an overview on existing reference documents such as “Rights and Responsibilities of Sending Organisations, Host organisations and Mentors” as well as a brief introduction to the existing support structures such as Salto SEE YOUTH Resource Centre and SOS Volunteer helpdesk. It was mentioned that coordinated by the Salto SEE YOUTH Resource Centre a task group would be meeting right after our training course to develop written support material for EVS organizers in South Eastern Europe, which then will be translated in local languages.

Daily report: Monday 15 November 2004

Morning session

Presentation of the daily programme.

IDEA FACTORY

We started with the “Idea factory on EU/SEE Youth projects”. In the frame of the “Idea Factory” a video was shown with the title “Access for all”. It contained a description of EVS Short Term Projects for people with less opportunities in International Work camps. The video was made for the Alliance by “Compagnons Bâtisseurs France” with the support of the “Youth Programme”. This presentation showed us that there are also other opportunities than the classical Action I, II and V.

After exchanging some thoughts on the importance of including youth with less opportunities, and a phase of brainstorming, participants were encouraged to briefly present their ideas for future projects to the plenary:

- Sara Mazorra Huerta from Spain proposes a project, which contains two Actions 5 and one Action II project for people with less opportunities. The first Action V should be for the future trainers, while the second Action 5 contains the developing of material. The support

measures will prepare the ground for a Short Term EVS in the frame of Action 2 for youth with less opportunities.

- To spread out SEE YN (South East Europe Youth Network) co-operation it is the aim of Domagoj Kovacic from Croatia to organize a "Contact Making Seminar" in the middle of January 2005. He searches also for partners for different EVS projects in different regions of Croatia.
- Lidija Zekovic's organisation would like to host a volunteer in "Green House" to protect the countryside of Montenegro containing the three issues education, eco-tourism and advocacy.
- Sara Vannelli from Italy proposed to strengthen the co-operation between Italian and SEE organizations and committed to engage in hosting SEE volunteers on a bilateral basis in Italian host organisations.
- Ljuben Tevdovski / Macedonia presents three concrete ideas:
Action I "Justinian Gate" - an international cultural festival in a historical important, traditional and rural area of Macedonia
Action II "Youth participation in local development" - a multilateral EVS project, working with municipality and in the youth centres.
Action II "Colourful Europe of Culture and Youth" - Preparing cultural events and work with informal work groups.
- Xheni Sinakoli from Albania proposes a study visit to South Balkan Countries (Macedonia and Albania) to explore the possibilities for increasing the number of EVS exchanges in that area, visiting organisations and communities willing to become EVS host organisations and promoting dialogue between youth and youth NGO's from Albanian and Macedonian background.
- Stefania Di Paola from UNV Albania briefly introduced the UNV regional initiative's intra-regional volunteer exchange programme and how it will be operated with the help of a central database as of December 2004. The first volunteer exchanges within the SEE regions are supposed to take place as of May 2005. UNV is looking for partner organisations.

"MARKET PLACE":

In this session we had a free space in the programme to talk to envisaged / potential project partners for our bi- or multilateral project proposals and to settle cooperation agreements. This continued over the lunch break into the afternoon and resulted in a number of concrete follow-up projects, as we could see during the presentation in the afternoon session.

Afternoon Session:

Participants first expressed their positive feelings about having had this time for “informal” meetings, and were satisfied with the results, which were then presented in the form of project outlines as follows:

- Action 1: 1 Europe - 1000 identities
Multilateral project with third countries. Applicant and host organisation will be Spain /EYCI. Possible partner organisations will be from Estonia, Italy, Macedonia, Albania, and Serbia & Montenegro. The theme of the event is art and culture plus European awareness. The most important objectives are: to bring together young people from different backgrounds to share their culture/ traditions; to organise a European kitchen fair as well as music-, dance- and theatre - performances for locals to involve them into the activities of the programme; raise the participant’s awareness about European diversity through music, dance, theatre and gastronomic traditions; building tolerance and friendship between young people of different parts of Europe; enable young people to use their own initiative and develop their personal skills by sharing traditions, experiences and group dynamics.
- Action I: Justinian Gate. Project outline will be done in next days. It will be an international culture festival, taking place in Macedonia, near Skopje in an important historical area. Local funding already exists. Envisaged EU Project partners are Italy or Spain.

Action II: Multilateral EVS.

The main project aim is to enhance young people’s participation, leadership skills and their engagement in civil society in European Union and South Eastern European countries by implementing an EU-SEE multilateral long-term volunteering project involving as host and sending organisations both youth associations and public institutions running youth participation, civic education programmes. empowering young people’s participation in local campaigns and local development. Envisaged host organisations are community-based youth associations involved in local development, NGO’s involved in non-formal education, public youth centres/ youth / citizen’s info points, youth cultural institutions and informal groups

Action II: Bilateral EVS exchanges between AFSAI Italy and SEE countries, also between Italy and Estonia. Concrete proposal will be done straight to the partners.

Action V: Training Course on Volunteering Management and Volunteering Opportunities Programmes in SEE / EU Countries.

AFSAI Italy will explore the possibility to apply for this activity and hold it in Sicily. The contents of this training would be: General knowledge on EU Youth Programme and transnational volunteering programmes; What is voluntarism?: How to promote voluntarism?: How to involve volunteers in youth associations?: Right and duties of - volunteers and staff, - hosting projects; - sending organisations, -coordinating organisations; avoiding / dealing with conflicts; Finding partners for new EVS projects.

Action V: Study visit to South Balkans to strengthen European co-operation and partnership in the field of youth participation and mobility. It will take place in September 2005, duration of the programme will be 5 days, plus 2 travel days. There will be 20 organisations from EU and SEE countries. The main objectives are: This study visit is a measure to enhance co-operation on youth participation among EU youth workers and Albanian, Bulgarian and Macedonian actors such as youth NGOs, voluntary involving organisations, public institutions and local communities. The main project aim is to foster a better knowledge on the methods and policies of youth work in each others country with a particular focus on youth exchange and voluntary service opportunities provided by the YOUTH programme. Participants will be representatives of national and international NGO's and local institutions interested in international youth mobility and volunteering programmes. The programme will include visits to a variety of local actors in Macedonia and Albania, ranging from grassroots NGOs to local municipalities and governmental institutions. Those visits will aim at exchanging experiences on different youth work practices, learning from examples of good practice and developing strategies and networks around youth mobility and voluntary service opportunities provided by the YOUTH programme. More specifically emphasis will be laid upon developing concrete youth work models, which empower young people through their active participation in local development.

The rest of the afternoon session was used to do some brainstorming on what additional tools and support would be needed to increase / improve youth project implementation in SEE countries and how to promote EVS in SEE countries. The following ideas were exchanged in plenary:

Tools to improve visibility of EVS in SEE / promote EVS:

- Organize Press conferences with EVS volunteers
- Develop promotional material to be used during different events for youth, for example concerts, theatres, fairs (CD, leaflets, PC for using on the spot, T-shirts)
- Design a Website, which is clear and easy to use.
- List of EU/Programme country NGOs, who are interested to co-operate.
- Documentation / Videos and photos of already done projects.
- Interviews with the participants of the projects.
- Some material, which will stay in the property (key rings, folders, T-shirts) of the persons whom we would like to reach.
- Training for "Multipliers".

Tools to improve implementation of EVS projects:

- Guidelines in local language (responsibilities, rights, FAQs etc)
- Interactive User's Guide for easier access to information.
- Updated country profiles.

- Visa information.
- Ex-EVS volunteers should present their situation/ experiences to the future EVS volunteers.

It was mentioned that some of the here-mentioned tools already exist such as country profiles done by the SALTO SEE YOUTH Resource Centre, others are being worked upon such as the Guidelines / support material in local languages and others might be developed in future.

To have an example, we watched a movie about EVS which was published in the framework of the ICYE SEE YOUTH Information project with the financial support of the YOUTH programme (Action V) and SEEYN and which is available on a CD ROM.

Andreas Schwab on behalf of the group then warmly welcomed Sonja Mitter, the coordinator of the SALTO SEE YOUTH Resource Centre in Slovenia as well as Eberhard Lueder, SOS coordinator in the Youth Department of the Socrates, Leonardo and YOUTH Technical Assistance Office in Brussels.



Both then gave a short introduction to the activities organized and/or services provided by their agencies and how they could be contacted, encouraging the participants to approach them for any further questions.

The evaluation forms were then distributed and all participants were encouraged to evaluate the activity as a whole and to share their final comments with the group. The programme ended with a warm applause and congratulations to the organizers as well as to the many participants who had been active in reporting teams and social groups.

Participants' address list

Estonia	ESTYES, Wiedemanni 3, Tallinn 10126, Estonia	Kristel Lipand	estyes@eystes.ee
Germany	ICYE International Office, Große Hamburgerstr. 30, 10115 Berlin, Germany	Andreas Schwab	icye@icye.org
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Albania	Albanian Society in Development, P.O. Box 142, Tirana, Albania	Xheni Sinakoli	asdalbania@yahoo.com
Albania	UNV Albania, RR. Deshmoret e4, Shkurtit, Villa 35, Tirana, Albania	Stefania di Paola	stefania.di.paola@undp.org
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Macedonia	Home for Everybody, Razme Maleski 2-18 6330 Struga, Macedonia	Dejan Ugrinoski	lidija@youthforumeye.org.mk
Macedonia	Association of Citizen's Peace Action, Tocila 1 A 3/23, Prilep, Macedonia	Marina Bogdanoska	marinabogdanoska@yahoo.co.uk
Macedonia	YMCA Macedonia, Str. Alekso Demnievski 15" 11 A, 1000 Skopje, Macedonia	Ljuben Tevdovski	tevdovski@yahoo.com
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Serbia and Montenegro	The Timok Klub, Hajduk Veljkova 2, 19350 Knjajevac, Serbia and Montenegro	Franziska Lemke	franziska_lemke85@yahoo.de
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Serbia and Montenegro	Youth Center Post pessimists of Montenegro, Stari grad 375, 85330 Kotor, Serbia and Montenegro	Lidija Zekovic	lidija.green@cg.yu
Serbia and Montenegro	Eye of Youth, SHK H. Prishtina, Skenderaj, Kosov@ Serbia and Montenegro	Burim Haxhiu	B_haxhiu@hotmail.com

Evaluation Questionnaire:

1. Please identify your 5 (maximum) most important learning points of the Training Course:

- Partnership and project development
- Tools for a successful cooperation
- Management of the different project types / actions
- A better understanding of the cooperation between program countries and SEE countries.
- A clearer picture of opportunities in SEE countries

2. Has the Training Course dealt with some of your difficulties or weaknesses in developing/implementing YOUTH Action 1 or 2 projects?

- Yes, I have now an overview
- Yes, it made it clearer to me.
- Yes, it dealt with some of the weaknesses and difficulties, which I see in Action II.

3. Using the 5 statements below, how do you rate your present feelings about participating in future YOUTH programme projects? (Please tick a box)

I feel well prepared *I feel overwhelmed*

1	2	3	4	5	6
---	---	---	---	---	---

Rating Average: 2,7

I feel supported *I feel alone*

1	2	3	4	5	6
---	---	---	---	---	---

Rating Average: 1,8

I have the skills *I am inexperienced*

1	2	3	4	5	6
---	---	---	---	---	---

Rating Average: 3,1

I feel confident to go ahead *I am unsure what to do*

1	2	3	4	5	6
---	---	---	---	---	---

Rating Average: 2,5

I am committed to developing projects *I feel sceptical*

1	2	3	4	5	6
---	---	---	---	---	---

Rating Average: 1,6

4. Were the project visits interesting and useful for you?

Very interesting *not useful*

1	2	3	4	5	6
---	---	---	---	---	---

Rating Average: 2,0

5. How did you like the facilitation and input provided – any suggestions for future Training Courses?

- Very good!
- Fewer days! The first 2 days were not as useful for me personally as the last three days.
- It was ok!
- In fact, this was my first Training course, I was not able to compare. Anyway, I liked the facilitation very much.

6. How did you like the logistical arrangements for this workshop (accommodation, organization, food, etc.)?

- Accommodation – very good, no complaining. The food was good. Only one thing: I would prefer a lot more vegetables and salads.
- Everything was perfect, but as it was a 5-day training course, it would be great if we would have Internet access.
- Good to have a private room.
- I had a very pleasant time during this seminar – the logistical arrangements were very ok.

7. Is there anything else you would like to add?

- I was very happy to participate, because the group was very nice and warm. I am very thankful that I was invited to that training course. It was very useful and interesting for me.
- Thank you very much!
- After this training course, I hope we will have more contact with participating organizations. Thank you inviting us.
- Thank you for everything, mostly for increasing my interest in this area. I can't wait to see, hear and learn more...

Conclusions:

Participants assessed the training course as very positive for themselves and enriching for the development of their associations. They found the information provided on the YOUTH Programme useful and the methods applied adequate.

The discussion on the situation of young people in EU and SEE countries was highly appreciated as it supported the understanding of possible problems and challenges for youth work in both regions.

Another positive aspect was the enriching contribution of experienced organisations presenting examples of good practice as well as the joint development of ideas and project proposals for future activities.

Participants after simulating the elaboration of YOUTH Action 1,2 and 5 Project proposals and learning about YOUTH project management, building on former project experiences, felt well

prepared and equipped for engaging in new YOUTH projects. Furthermore the possibility to communicate closely with each other in the leisure time helped to break barriers and to build trust. This resulted in numerous cooperation agreements among the partner organisations involved in this training course.

To sum up, this training course further stimulated the development of EU - SEE volunteer and youth exchange projects under the YOUTH programme and supported quality implementation of all relevant YOUTH Actions.



Annex I.

PowerPoint Presentation on EU Youth Programme - Opportunities for EU SEE Cooperation

What is the **YOUTH PROGRAMME**?

- Youth Programme 2000-2006 - the EU non formal learning programme
- Targeting young people in 31 programme countries
- Limited access to "third countries"- in priority regions

MAIN AIMS:

- Provide opportunities for mobility and active participation in the construction of Europe.
- Contribute to building a "Europe of knowledge"
- To create a European arena for co-operation in the development of youth policy, based on non-formal education.

Encourage concept of lifelong learning and development of skills and competencies, which promote active citizenship.

EUROPEAN UNION:

Structure of Youth Field

SOCRATES Education	LEONARDO vocational training	YOUTH non formal education
-----------------------	---------------------------------	-------------------------------

YOUTH:

Action I: YOUTH EXCHANGES

Action II: EUROPEAN VOLUNTARY SERVICE

Action III YOUTH INITIATIVES

Action IV JOINT ACTIONS

Action V SUPPORT MEASURES

What types of projects does the YOUTH Programme support?

Action I – Youth for Europe: Youth Exchange (15-25) for 2-3 weeks

groups of young people can meet to explore common themes and learn about each other's cultures.

Action II – European Voluntary Service (EVS): Young people can spend up to 12 months abroad as European volunteers helping in local projects in various fields.

Action III - Youth Initiatives

People between 15-25 can obtain support to carry out a project at local level.

„Future capital“ - multiply impact of EVS experience

-professional activity start-up

-One-off projects

-personal development

Action IV- Joint Actions bring together Socrates, Leonardo and Youth in complementary activities - not open for cooperation with SEE countries

Action V – Support Measures: Support for activities that consolidate or enhance the benefits of other YOUTH programme Actions and raise the quality of youth projects.

Practical training experience

Feasibility Visit

Contact-making Seminar

- Study Visit
- Seminar
- Training Course
- Youth Information
- Transnational Partnerships and networks
- Support for Quality and Information

Who can participate?

- Young people aged 15/18 – 25
 - Project managers, youth workers, youth leaders, trainers or organisers in the youth field
 - Non-profit-making NGOs
 - Public authorities
 - Others experienced in the field of youth and non-formal education
- European youth organisations which are based in a Programme country and have member branches in at least 8 Programme countries

Objectives for co-operation with South East Europe

- Contribute to peace and stability at the borders of the enlarged EU in South East Europe, by enhancing intercultural dialogue, mutual understanding and tolerance among young people
- Contribute to the strengthening of democracy and civil society by facilitating the integration and active participation of young people, and by developing youth structures and the voluntary sector

Which countries in South East Europe can participate?		
-Albania -Bosnia and Herzegovina -Croatia	-Former Yugoslav Republic of Macedonia (FYROM)	-Serbia & Montenegro (incl. Kosovo)

What are the general rules for activities with South East Europe?

- Only Action 1 (Youth for Europe), Action 2 (European Voluntary Service) and Action 5 (Support Measures) are open to third-country co-operation
- Projects should involve third countries from the same region, i.e. projects with third countries in South East Europe cannot involve third countries from other regions.
- Projects can only be presented and implemented in cooperation with a partner in an EU country
- Activities can take place in any of the countries which are involved in the respective project.

Youth Programme Cooperation with SEE

The Cooperation started in '95 with some SEE countries, enlarged to all five Western Balkan countries in 2000. •The YOUTH programme budget increased from 520 to 605 million after enlargement (for the period 2000-06). Around 7-10% for cooperation with "third countries" Statistics YOUTH programme with Western Balkans: from 2000-03: around 300 projects with more than 7.000 participants. Around 40% of participants from Western Balkan countries. 60% projects took place in the Balkans.

Structures / Projects in support of developing youth cooperation with SEE

- 31 National Agencies in Programme countries
- SALTO-YOUTH Resource Centre for SEE based at the NA Slovenia
- Large-scale projects: youthNET (Interkulturelles Zentrum), Balkan Youth Project (CARE Austria/Care BiH/Youth Forum), Between the lines of SEE (Community Arts): 18-36 months activity programmes, aiming at developing youth cooperation and networks, running till 2005 (see respective websites for more information – via links at site of SALTO SEE)

Developments - Perspectives for full participation of SEE countries in the YOUTH programme

- Thessalonica summit June 2003 - opens perspective of cooperation in Community programmes
- Framework agreements presently in preparation with all Western Balkan countries
- May 2004 historic enlargement - new borders in South and East
- Croatia achieved candidate status on 18 June 2004
- Macedonia applied for membership
- Phase of preparation 18-24 months - building up admin. capacities

- Signing of agreement of understanding
- Full cooperation on one or all programmes

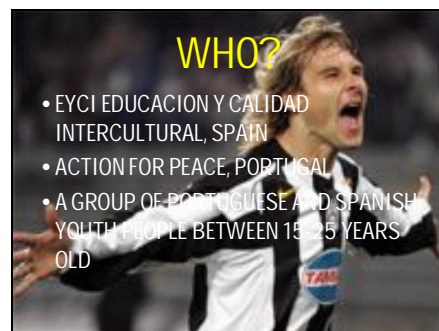
FUTURE PERSPECTIVES – YOUTH

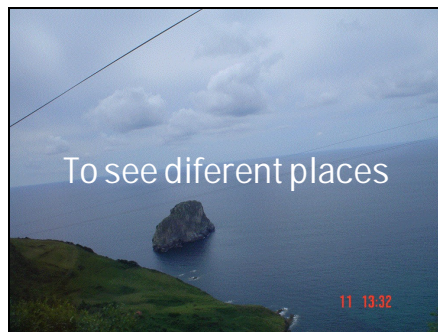
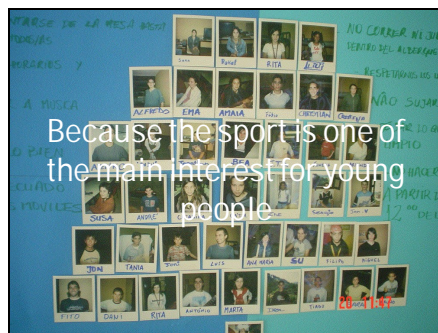
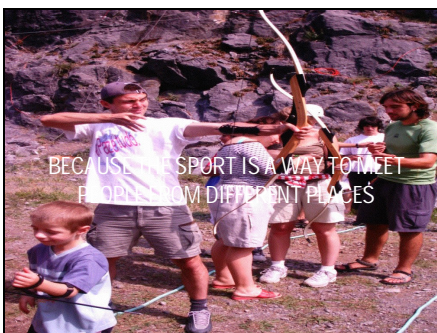
- The Commission presented proposals for a new programme in July 2004: Youth in Action, 2007-2014:
- Budget 915 million €, ages 13-30,
- Strengthening of co-operation in the field of youth work and political dialogue,
- New Action Youth of the World (focus on neighbours and increase of geographic scope), opening for participation of Balkan countries

Annex II. – Examples of YOUTH projects (presented during the TC)

Action 1

Source: PowerPoint presentation: EYCI Spain by Sara Mazorra





Action 2

Youth and European Solidarity

EU-SEE Multilateral EVS Project on Refugees, Human Rights and Reconciliation.

Bosnia and Herzegovina, Croatia, FYR of Macedonia and Serbia and Montenegro

Austria, France, Italy, Germany, Lithuania and Spain

17 June 2004 through 19 March 2005

This project is the third and final phase of a series of projects titled "YOUTH AND EUROPEAN SOLIDARITY" promoting voluntary service activities as a tool for young people to work for solidarity, respect of human rights and reconciliation in EU and Balkan countries and to contribute to the development of civil society. The theme "Refugees, Human Rights and Reconciliation" was proposed by youth workers in Balkan Countries in view of their strong involvement in this topic and was encouraged by the implementation of the ICYE Eastlinks SEE YOUTH Information project.

This reciprocal exchange project involves sending and receiving a total group of 15 EVS volunteers on both sides, EU and SEE Countries: Eight young EU volunteers are engaging in human rights education, refugee care, multiethnic youth work and other theme-related activities in Bosnia and Herzegovina, Croatia, FYR of Macedonia as well as Serbia and Montenegro. Seven volunteers from South East Europe are doing a voluntary service in refugee centres, youth centres for migrants as well as anti-racism and human rights NGO's in Austria, France, Italy, Germany, Lithuania and Spain. The project also aims at enhancing direct bilateral cooperation between sending and hosting organisations. It intends to empower NGOs in EU and SEE countries to network and engage in multiple partnerships working on the theme Refugees, Human Rights and Reconciliation.

In addition, linking pre-departure and on-arrival orientations for incoming and outgoing volunteers, as well as involving a growing number of returnees from SEE countries has a beneficial impact on the preparation and motivation of volunteers and host projects alike as well as contributes to European integration.

Action 5 / Information Project

ICYE-EASTLINKS information project in South Eastern Europe

December 1, 2003 - February 28, 2004

This information project was an integral part of the two-year ICYE - EASTLINKS Large Scale Project strategy to support South Eastern European (SEE) youth organisations and enhance their assertiveness and pro-active involvement in youth mobility and voluntary service activities across Europe.

The project aimed at complementing existing SEE information dissemination, networking and partnership building efforts, such as those carried out by the SEE Resource Centre in Ljubljana, Slovenia and the SEE Youth Network.

The production and dissemination of information fostered SEE youth organisations' knowledge about YOUTH programme aims and procedures, as well as provided opportunities to share youth work expertise and know how between participating youth NGOs and official bodies. This was especially important for young people in SEE countries of the former Republic of Yugoslavia, who looked at

closer co-operation with the European Union as a way to overcome the traumas of war as well as to promote the role of civil society in the democratisation process their countries are engaged in.

Following planning, information and training sessions, main project activities included: the establishment of national focal points and local antennas for the production and dissemination of information material (i.e. posters, leaflets and CD-Rom) in local languages targeting local SEE youth organisations; the setting up and maintenance of an SEE YOUTH programme related information database; creating a project's web site; and providing assistance to youth organisations on aims and procedures of the YOUTH Programme.

The main beneficiaries of this project were youth workers of selected youth voluntary service organisations with previous experience in youth mobility and voluntary service activities in Bosnia-Herzegovina, Croatia, Macedonia (FYROM) and Serbia and Montenegro.

For a complete overview on all project activities and results, as well as for links to all project partners and supporting organisations please visit the SEEYOUTH.INFO website: <http://www.seeyouth.info>

Action 5 / Training Course

"YOUTH AND EUROPEAN SOLIDARITY"

EU - SEE Training Course on Refugees, Human Rights and Reconciliation

Berlin, 17-22 February 2004

The EU - SEE Training Course on Refugees, Human Rights and Reconciliation aimed at enhancing the skills of youth workers involved as host, sending or coordinating organisations in the implementation of EVS projects and afforded participants the opportunity to establish good working relationships and a greater understanding at a regional and an international level.

The programme of the training course included a number of modules that focused on the human rights and the refugee situation in Europe and in the SEE countries. It consisted of presentations on the situation of human rights in the EU and SEE countries and of campaigns and projects supported and initiated by participating organisations. It also included presentations by Ms Fatima Smajlovic, UNV - BiH on the "Background of ethnic and religious conflicts in the Balkan countries, the war and the resulting challenges for peace and democratic development", and by Dr. Christian Staffa, Executive Director, Aktion Sühnezeichen Friedensdienste e.V. on "VOLUNTEERISM as a way of contributing to reconciliation". In addition, the participants had the opportunity to visit different organisations working in the field in Berlin such as the Süd-Ost Europa Kultur e.V. the Heinrich Böll Foundation and the Magdalena Youth Centre for migrant youth.

The training course enabled participants to get a deeper insight into the aims and procedures of the EVS programme (i.e. rights and obligations of volunteers, rights and obligations of mentors, sending and host organisations, as well as on the support/training needed to ensure good integration of the volunteer within the country specific context) and to gain skill for the better implementation of projects on the part of sending, host and host coordinating organisations (communication, monitoring, distribution of tasks, support structure, timetable, financial management, reporting and documentation). Along these lines, a partnership agreement and activity plan was agreed upon for an efficient functioning of the ICYE EU - SEE Multilateral EVS project on Refugees, Human Rights and Reconciliation.

ANNEX 3. : Volunteering Initiatives in SEE Countries:

PowerPoint presentation: UNV Regional Initiative: RIVER SEE by Stefania di Paola, UNV Albania

“Regional Integration through Volunteers Exchanges for Reunion of SEE”

Content:

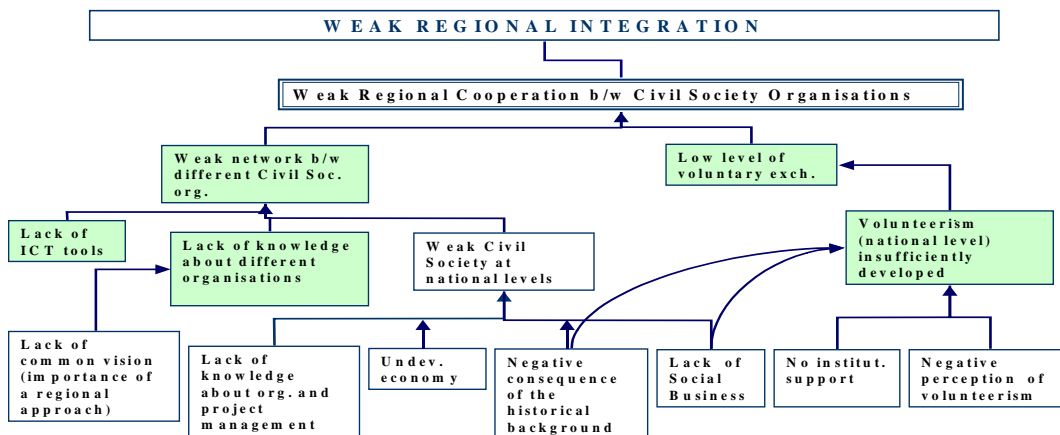
- General background and Context
- Problem Tree
- UNV/UNDP’s prior & ongoing activities in the Region
- Pre-programme situation on Volunteerism
- Preparatory phase
- Justification for Intervention
- Area of Intervention
- Overall & Programme Objectives
- Immediate Objectives
- RIVER SEE Organigramme
- Partners
- Volunteers (recruitment, matching, training)

General background:

- Neighbor relations in the Region have been badly ruined by conflicts, wars, fear, hatred, causing prejudices and mistrust
- Pre-existing patterns of political, economic, social and cultural relationships ‘disturbed’ by new and old frontiers
- Interaction between people and organisations from different countries and ethnic groups has suffered and is still suffering the consequences

And context:

- Last years have seen significant progresses in moving away from conflict and towards peace and security but...
- Remaining pockets of instability (i.e. ethnic tensions), unresolved issues, economic uncertainty, general resentment, prejudice, propaganda, social exclusion phenomena (etc...) can still contribute to instability and are affecting the path toward EU



UNV/UNDP's (prior and ongoing) activities in the Region:

- Rely on the potential of volunteerism for confidence/capacity building and contribution to reinforcement of MDGs
- Promote volunteerism as a learning and mutual understanding tool
- Have particular attention on youth who are perceived as powerful force to advocate for the MDGs and 'agents for change' in their societies
- Strongly believe in the partnership for development approach

Pre-programme situation on Volunteerism:

- Long tradition, but partially distorted in recent past
- Active CSO/ViOs are restoring the concept of volunteerism to its position and promoting it through different activities
- People start to value volunteerism as a very important tool to build a better world and to believe they can make a difference

Preparatory Phase (Sept. 2003- Sept. 2004)

- Organisation of a preparatory workshop
- Implementation of an in-depth field assessment (OW, SEEYN)
- Identification, selection and training of 14 Implementing Partner Organizations (IPOs)
- Design of the Multilingual Relational Web-Enabled Database
- Coordination role in the UNV-UNDP e-SEE ICT Sector Status Report
- Publication of a booklets and organisation of the Regional seminar in Sarajevo (to be finalized)

Justification for intervention:

- Regional Integration is crucial to accelerate democratic and economic development, as well as to ensure lasting peace and future European integration
- Regional Economic and Political Co-operation will not be possible without a region-wide co-operation between civic initiatives. CSO/ViOs and Volunteerism can make the difference

Area of intervention

- Albania
- BiH
- Croatia
- Kosovo
- FYROM
- Serbia and Montenegro

Overall objective

- Contribute to a process of Regional Integration and Social Cohesion in the Balkans by enhancement of regional cooperation & networks through 'V' exchanges and active involvement of Civil Society in achieving of MDGs.

Programme objective:

- Set up a Volunteer Exchange Scheme through strengthening the Capacity of Civil Society/Volunteer Involving Organizations and the Individuals/Volunteers including networks through East-East exchange of Volunteers in the SEE Region

Immediate objectives:

- Developed Common Regional mechanism for the implementation of the East to east Exchange of Volunteers
- Strengthened capacity of 14 IPOs in Voluntary Management
- Implemented 100 East-to-East 'V' exchanges
- Increased awareness about 'V' exchanges and MDGs as a main framework to select 'V's placements
- Increased government understanding & support for the 'Vs' Sector

Why CSO/ViOs...

...have potential to:

- Bring a change in a mind set
- Create greater openness
- Generate a basis for regional integration
- Enhance social cohesion processes

Why Volunteers?

Volunteers have proved to be able to:

- Have potential to bring and replicate the experience
- 'Speak' across frontiers
- Break down the barriers and contribute to confidence building processes
- Transform broken relationships
- Encourage civic engagements and cross border co-operation

For example:

Enrolment

- Volunteers (18-55) enrol in the online database
- Organization willing to host or send volunteers enrol in the online database

Matching/Recruitment

- The IPOs control the applications and match the requests
- Sending organization select the most suitable candidate in accordance of the description of the host project

Training/Monitoring

- Volunteers receive training from IPO before leaving and after their arrival + training by hosting organization + Mentor

Strategic partners:

- European Union/European Voluntary service (EU/EVS)
- Voluntary Service overseas UK/VSO
- One World (OW SEE)

South East European Youth Network (SEEYN)

IPOs:

- The Albanian Youth Council (Albania)
- The Albanian Red Cross (Albania)
- The Youth Communication Centre Banja Luka (BiH)
- The Youth Centre Livno (BiH)
- The Centre for Peace Studies (Croatia)
- The Volunteer Centre Zagreb (Croatia)
- The Kosovo Youth Network (Kosovo)
- The Kosovo Action for Civic Initiatives (Kosovo)
- The Timok Club (Serbia)
- The European Movement in Serbia (Serbia)
- The Association for Democratic Prosperity (Montenegro)
- The SOS Hotline for Women and Children victims of Violence (Montenegro)
- The Association for Democratic Initiatives (FYROM)
- The Council for Prevention of Juvenile Delinquency (FYROM)

Sending Organizations:

- U.G. Zastone
- NVO Familija
- Jeunesse et reconstruction
- AFSAI
- Education Centre
- Young Researchers of Serbia
- Albania Youth Council
- Association pour la Biennale des Jeunes
- Createures de l'Europe et de la Mediterranee
- Youth Council of Vojvodine
- ICYE UK
- Association of Citizens Peace Action

Hosting Organizations:

- Balkan Youth Link / Mjaft
- U.G. Zastone
- Center for Antiwar Action
- NVO Familija
- Cammunaute Emmaus Mountavan
- Fenix
- Civitas Solis
- Aksion Plus
- Associazione volontaria La Strada
- Albanian Youth Council
- EBEKO Balkan

Annex 4: Outlines of Youth Action 1,2 and 5 projects elaborated during the TC

Action 1 / Project Outline

Project Name: 1 EUROPE - 1000 IDENTITIES

- Age: 18-25
- Deadline: 1st of February 2005
- Applicant: Spain/EYCI
- Type 5: Multilateral with other third countries
- The applicant will host

- The Date: 15.08.05 – 24.08.05
- 54 participants

EU:

- EYCI / Spain
- ESTYES / Estonia
- AFSAI / Italy

SEE:

- YFE / Macedonia
- YMCA Macedonia
- ASD / Albania
- ADP-ZID Montenegro
- EC Krusevac Serbia
- Eye for youth, Kosovo

Theme: Art and Culture and European Awareness

Young people interested or involved in traditional and modern culture

Countries' delegations from different ethnic background

Spain, Macedonia, Estonia, Serbia and Montenegro, (Italy, Albania /Croatia)

Objectives:

- To bring together young people from different backgrounds to share their culture/ traditions
- To organize a European kitchen fair and music-, dance- and theatre - performances for locals to involve them into the activities of the program.
- To awareness in cultural diversity in Europe through music, dance, theatre and traditions
- Building tolerance and friendship between young people of different parts of Europe
- Enable young people to use their own initiatives and develop their personal skills by sharing traditions, experiences and group dynamics

Action 2 / Project Outline

YOUTH Participation in Local Development - EVS multilateral project on fostering positive youth action and partnership between EU and SEE countries

- Deadline: Feb 1, 2005 / Applicant: ICYE IO
- Duration: 9 months / Volunteering period: September 15, 2005 – June 15, 2006
- Number of participants: 14-18
- Countries / Partner Organisations: (to be confirmed)

EU:

- ICYE Austria / Verein Wien xtra
- ICYE Germany / Stiftung SPI – Drehscheibe Kinder und Jugendpolitik Berlin
- ICYE Italy / ?
- ICYE UK / Connexions?
- Ayuntamiento de Murcia ?
- EYCI, Spain ?
- Vedanta Institute, Slovenia ?

SEE:

- ADP-ZID Montenegro / Green Home
- YCS YMCA Macedonia / Pro Kultura Bitola
- Youth Forum EYE Macedonia / Peace Action
- Balkan Idea
- Educational Centre Krusevac
- Youth House Nis
- Youth Centre Livno Bosnia
- Youth Peace Group Danube
- Volunteer Centre Zagreb, Croatia / Kuterevo Bear Sanctuary
- YMCA Kosovo / Eye of Youth
- ASD Albania

Objectives

The main project aim is to enhance young people's participation, leadership skills and their engagement in civil society in European Union and South Eastern European countries by implementing an EU-SEE multilateral long-term volunteering project involving as host and sending organizations both youth associations and public institutions running youth participation, civic education programs. empowering young people's participation in local campaigns and local development.

The specific objectives are:

Enhance youth mobility and voluntary service in EU and SEE countries, offering reciprocal theme-related volunteering opportunities in youth associations and public institutions running youth participation and civic education programs to demonstrate the positive impact volunteering programs can have on young people by stimulating their leadership and active participation in society. To foster partnership-building between youth organizations and local/national authorities and to enhance youth participation in activities and campaigns for local development, to enable the participation of young people from less privileged background in active citizenship and civic education activities. **Type of Host organizations:** - community-based youth associations involved in local development, -NGO's involved in non-formal education, -public youth centres/ youth / citizen's info points, - youth cultural institutions and informal groups.

Action 5 / Project Outline

Training course on volunteering management and volunteering opportunities in EU / SEE countries

Target Group:

Leaders and some experienced participants / Staff from the host project (mentors, coordinators, operators)

Contents

- a). General knowledge on youth program and other volunteering programs
- b). What is voluntarism
- c). How to promote voluntarism?
- d). How to involve volunteers?
- e). The rules of volunteers and staff
- f). Right and duties of
 - volunteers and staff
 - hosting projects
 - sending organisations /coordinating organisations
 - EC / NA
- g). Conflict resolutions
- h).“Partnership market”

Details:

- a). Presentation of youth program
 - Presentation of SEE YH
 - Presentation of other international volunteering programs
 - Presentation of those NGO's already experienced each of three areas
- b). The concept of voluntarism
 - The history of voluntarism
 - The benefits of voluntarism (for volunteers, organizations and communities)
- c). Workshops on promoting voluntarism (materials, web sites, impact on local communities)
- d). Meeting /contacts with...
 - volunteers aimed to inform and motivate them
 - involve tasks into organization activities
- e). Presentation of EC papers on rights and duties of the involves parts (agreements and workshops on real tasks):
 - Providing the volunteers with detailed HP descriptions
 - The role of the mentor / tutor
 - Recruitment of candidates according to their preference and to HP profile