



COUNCIL OF EUROPE CONSEIL DE L'EUROPE



Balkan
Children & Youth
FOUNDATION

Strategies to secure network capacities with the common goal of promoting youth employment in and with SEE

Report of the study session held by
Balkan Children and Youth Foundation
in co-operation with the
European Youth Centre
of the Council of Europe

European Youth Centre Budapest
16-22 April 2007



Directorate of Youth and Sport
Direction de la jeunesse et du sport

This report gives an account of various aspects of the study session. It has been produced by and is the responsibility of the educational team of the study session. It does not represent the official point of view of the Council of Europe.

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1. EXECUTIVE SUMMARY

Balkan Children and Youth Foundation - BCYF has built a regional network of more than 400 NGOs across 10 countries in last seven years that have deepened the roots of indigenous youth-led activities, built cross-border and trans-ethnic cooperation networks around priority thematic areas, and positively impacted youth development in the region.

Now, at nearly seven years old, BCYF is poised for dynamic, programmatic growth. “Youth Entrepreneurship and Youth Employment” is already becoming the Balkan brand, focusing on youth business entrepreneurship and youth employment – two key themes that a year-long strategic planning process and discussions with public and private sector donors have agreed and that will solidify BCYF as the leading regional civil society organization working for long-term youth development and employment.

Youth employment is an increasingly recognized issue on the global development agenda. BCYF has been a pioneer in articulating and promoting the importance of this issue in the SEE for over 6 years. In addition to different operational projects on both the labour demand and labour supply side, and intensive work on skills acquisition, job creation, employability, placements, BCYF recognizes the need for active government involvement and conducive policy framework in order to achieve lasting change.

A high rate of long-term unemployment of young people is one of the region's most exasperated problems. Youth unemployment rates in the SEE are devastating, being usually double or more of overall unemployment, and reaching up to 60% in some cases (Macedonia, Kosovo). Particularly concerning is the size of the so called - first time, long term unemployment (over 1 year or more), which essentially affects young people just out -of -school, who have difficulties in making the school-to-work-transition. The issue of youth unemployment is largely marginalized in government policies in the region.

On the other hand Council of Europe DYS has been for years striving to support youth policy development in Europe involving SEE youth and experts in its work as well as promoting social cohesion and inclusion.

This was the point where BCYF initiative met with CoE DYS priorities and this study session is a first outcome of this cooperative project. This study session covered topics such as youth employment policies, youth labour rights, recognition of non-formal education for employability, poverty and relations between young people and business communities.

Methods used were heavily based on interaction between participants and their active participation and contributions. Some of the non-formal educational methods were new and challenging for some of the participants but it also contributed to better learning and exchange among them. Participants were used as resources for various sessions and they provided the most important inputs and recommendations. Using resources from the group created a solid base for learning and networking and the organisation team was there only to facilitate and mainstream the discussions.

Group of participants varied in age, sector they were coming from (both non-governmental, business and representatives from the local authorities) and from the regions of Europe they were coming from. This created a challenging and inspiring floor for debate, exchange and experiential learning.

Experts invited provided additional input and opened debates that were very fruitful for participants and where they had a chance to learn more about worldwide initiatives and programmes on youth employment, about youth labour rights and duties and about various financial resources they can find for supporting their programmes (such as Youth in Action programme of the European Commission). An added value for this study session was that it was hosted by DYS so participants benefited from having various resources and information about Council of Europe programmes and activities – such as “All different-all equal” campaign. This also helped them understand the wider framework of the youth work in Europe and stress the importance of their own work in their communities. This also helped them feel that what they are doing fits into a long-term strategy and contributes to the well being of youth as such.

2. INTRODUCTION

Main aim: discuss the possibilities and opportunities of the network (BCYF has already an established one, including partners from SEE and EU) and develop a set of recommendations and strategies, for reduction of youth unemployment.

Objectives:

- ❖ Exchange experiences of the young and introduce examples of good practices in the field
- ❖ To discuss national youth employment policies in participating countries, and their strengths and weaknesses
- ❖ To share the experience of how the recognition of NFE helps employability of youngsters
- ❖ To explore possible cooperation of NFE sector with biz sector in relation to employability of the young
- ❖ To discuss measures and formulate strategies of the BCYF network in order to contribute to the employability of young people in the region
- ❖ To promote CoE values and principles of social cohesion and inclusion of young people, and importance of youth policy development in SEE countries
- ❖ To explore possibilities of self-employment as a way to reduce youth unemployment

These objectives were in close relation to the DYS priorities in social inclusion and youth participation.

Main topics were youth employment, social inclusion and poverty, youth entrepreneurship; youth labour rights and recognition of non-formal education. Business ethics was cover indirectly through some of the sessions and debated with participants on various levels. Topics of responsible consumerism and corporate social responsibility were also tackled.

Participants on this study session were active members, project carriers, young entrepreneurs, voluntary or professional youth workers working in BCYF partner organisations, and other partners, in particular those co-operating with the European Youth Centres or the European Youth Foundation, the Youth programme of the European Union. All participants had a specific practical experience in the field of youth employment/youth entrepreneurship. Participants were aged between 18 and 35 years and motivated to attend the session and contribute with their knowledge and experience, as well to be ready to multiply the outcomes after the study session.

3. PROGRAMME – INPUTS AND DISCUSSIONS

For most young people, finding productive and decent work is a coming-of-age symbol that marks the transition from childhood to adulthood, often referred to as a “yo-yo transition“. By finding jobs, young people should gain independence and freedom of choice about their lives. Unfortunately, the employment opportunities available to millions of young people are limited, making it inevitable that youth remain dependent on their families for a longer period of time.

In South East Europe, a region marked by political and economic uncertainty, young people increasingly question their future prospects. For those about to graduate from high school and university, one question prevails:” Will I be able to find a job?”



The major challenges facing young people in the region are: youth unemployment, corruption and insecurity (personal and political) about the future, which together contribute to a sense of despair.

Faced with uncertainties at home, many Balkan young people contemplate exercising their newfound personal freedom by leaving the region in search of better educational and job opportunities abroad. Brain drain has a relatively high profile in Albania, Bosnia and Herzegovina, Kosovo and Moldova. Albania lost one-third of its qualified people in the decade after the fall of communism. Other sources indicate that 40 percent of lecturers and researchers from universities and scientific institutions left the country.

Despite considerable data on the demand of young people to emigrate to pursue economic opportunities, there is little data on the extent to which SEE youth who emigrate are employed in the formal sector in their host countries and on what constitutes the overall profile of the emigrants. In the host countries, young migrant workers often have no other choice but to work in informal jobs. (Note that we do not have current data for all the countries at the moment).

- Large numbers of jobless youth in are no longer looking for work. Young people are not motivated, and without the option to get further education or vocational training and choose to stay in the long-term unemployment situation.

- A large number of young people in Balkan countries are working in environments where they are deprived of basic employment rights and entitlements. Low-quality employment in many of the Balkan post-communist/post-conflict countries includes jobs that may provide higher salaries, but do not provide benefits such as health, pension, or unemployment insurance. For example in Albania, Moldova and Bulgaria, a very large proportion of the wage-employed work in low-quality jobs, but also Hungary was mentioned in this line. (This came after the input from one of the lecturers on Youth Labour Rights – Mr. Vlado Dimovski, and the debate was opened among participants discussing labour rights of young people.)
- Large absolute youth unemployment is only one aspect of high aggregate unemployment and low job creation in Balkans; it cannot be addressed in isolation from the wider employment problem. While economic growth is essential to supporting youth employment, the quality of that growth is equally important. Employment prospects for youth improved slightly after the conflicts and with the return of economic growth, but still the market needs and educational profiles of potential young workers are in discrepancy. Deficits in the educational sector mean that students graduate with skills ill suited to the demands of the job market, especially students who decide not to continue their studies after high school.
- Policymakers need to address the barriers to young people’s entry into the labour market. The existence of these barriers is indicated by higher rates of youth unemployment relative to adult unemployment. Barriers include the poor quality of skills possessed by labour-market entrants, low incentives for employers to hire first job seekers, a lack of mechanisms to give young graduates exposure to work, and credit. (This was widely debated with the lecturer Jean Pierre Isbendijan in the session on youth employment policies.)
- A difficult entry into the work force has serious welfare repercussions on young people, increasing the risks of income poverty and the deterioration of human and social capital. Participants showed that lack of a jobs is a strong correlate of poverty. There is large heterogeneity in the region – Balkan and EU; however, regarding the extent to which joblessness affects the relative risk of poverty. International evidence shows that the longer unemployment spells, the more difficult it is to find work because of the loss of skills, poor morale, and stress. Early unemployment in a person’s life may permanently impair his or her future employability in decent jobs. The evidence indicates that a great incidence of poverty among jobless youth is not captured in unemployment data. Session on poverty and solidarity dealt with these issues through an interactive method of “Stock market exchange” were participants marked issues such as youth autonomy, welfare and employment as such – the most important factors for the good quality of life. Unemployment and poverty in the region have been instrumental in contributing to the development of a large informal sector. Informal activities often mitigate, but do not necessarily prevent, income poverty. Growth in the informal economy, moreover, has seen a rise in the number of young workers who do not enjoy labour code protections and are not adequately protected against health risks and old age. This exercise showed clearly the fact that participants are used to operate in informal black/grey economies and that they present their work and life realities.
- Need to eliminate disproportionate access for younger entrepreneurs to establishing micro and small enterprises. Difficult economic situation faced by many Balkan countries limits the ability of governments

and businesses to provide jobs. According to lecturers' and participants' analysis of the situation, "Poor performance of local economies, political instability, small market segments with limited to very limited income in most countries, and unfavourable laws for private and foreign investment..." are obstacles to growth. This unfavourable enabling environment is further exacerbated by the absence of a well-formed business class with a tradition of corporate social responsibility and philanthropic giving. Participants presented some of the good practice examples from Junior Achievement Bulgaria and Mjaft – Albania, but those are obviously scarce.

Some additional challenges were recognised:

- ❖ Young people demand big salaries
- ❖ Companies avoid hiring young people without experience
- ❖ Bureaucracy and corruption, the best young people leave the country to study work abroad which creates brain-drain in the Balkan region and consequently – brain gain to the countries they are immigrating to.
- ❖ There is not so much practice in school but only theory.
- ❖ Connections/corruption and nepotism.

Such challenges and the numbers of young people in these countries will not only have far-reaching implications for governments, economies, societies, and the environment, but also for the stability of the region and its integration into the European Union and beyond. As the next generation of policy makers, community leaders, and parents, the way Balkan youth grow and adapt to meet the changing needs of their societies will largely determine the level of their countries' future growth, development, and ability to participate in the global economy. This was concluded by all the participants- both from EU countries and Balkan countries that were present.



4. MAIN OUTCOMES OF THE STUDY SESSION

Recommendations from the participants for promoting better youth employment:

The international development community now recognizes that youth employment and youth entrepreneurship are critical components of economic development and political stability. Youth employment addresses the needs of the individual and those of the community at large, fostering social integration, a healthy economy and improved standard of living, and an engaged citizenry. The last five years have witnessed a significant increase in efforts by bilateral and multilateral donors, national and local governments, and business and civil society organizations to develop comprehensive strategies and programs designed to expand the employment options available to young people.

Participants expressed that it is of crucial importance to consider entrepreneurship as a necessary component for developing employment opportunities in countries where economic conditions are precarious, unemployment and underemployment are high, and where there are very few jobs available for anyone (and especially for young people).

A number of factors impede efforts to foster youth employment in the South East Europe.

- ❖ First, young people must overcome this frustration of not having jobs provided for them, as was the case with their parents who lived within a state-controlled economy in which employment was guaranteed. Preparing young people for the job market is not simply a question of providing them with the requisite technical skills; they must also develop attitudes and life skills appropriate to a new economic reality. Young people must realize that they cannot wait for someone (usually government) to offer them a job. They must take control of their own futures and create jobs for themselves and others. In essence, what is needed is a sense of empowerment and the development of a culture of entrepreneurship.
- ❖ Second, the difficult economic situation faced by many Balkan countries limits the ability of governments and businesses to provide jobs. This unfavourable enabling environment is further exacerbated by the absence of a well-formed business class with a tradition of corporate social responsibility and philanthropic giving. As mentioned before, there some of the good practice examples that participants presented such as BCYF efforts, Junior Achievement Bulgaria and Mjaft Albania.
- ❖ Third, deficits in the educational sector mean that students graduate with skills ill suited to the demands of the job market — especially students who discontinue their studies after high school. One possible solution is to encourage collaboration among business people, government providers, and educators to ensure that there is a compatibility of skills relevant to the current job market and recognition of non-formal education – both social and formal.
- ❖ Fourth, the overarching challenge of preparing young people for employment is further complicated by the discrimination that certain categories of youth face in the job market, including: young women, the disabled, minority youth (Roma and other), rural youth, migrants and refugees.

Above mentioned are some of the challenges that were recognized by the participants on the study session. Further recommendations suggest a stronger focus on youth employment policy development and partnerships between the following actors:

- Government

Macro/micro economic policy and labour market policy

- Government / Businesses

Collaborate on job creation

- Government / Businesses / NGOs

Collaborating on matching education and work skills (labour market demands)

And on some concrete actions that can be done in all of the participating countries , especially in Balkans:

- ❖ Introducing innovative education strategies in formal educational systems
- ❖ Promoting and introducing life skills learning and training
- ❖ Promoting Information Technology
- ❖ Entrepreneur skills training
- ❖ Job placement and start up jobs
- ❖ No taxes for the first 2 -3 years for young entrepreneurs.
- ❖ The banks should be more active for the young entrepreneurs and to apply different conditions for them and low /friendlier rates.
- ❖ The current trend towards recognition of non-formal education and youth work on European level will very soon influence decision makers and employers in the Balkans to take more into consideration potential job applicants' past experiences in NGOs and in the area of non-formal learning.

The study session also helped in strengthening the network and creating some new partnerships among participants. This set of recommendations was created which will be used in the future for promoting youth employment policies in the region of SEE. Report will be disseminated to all relevant stakeholders and partners. It is also important to mention that documentary will be made as a part of the report and blog was established as a daily reporting tool that is used by participants even after the study session and will be revived and linked to BCYF website as a new communication tool.



Detailed summary of the participants' evaluation was created and attached to this report. From the general comments that participants gave, it was very important for them that there was a methodological mix and that some of the non-formal educational methods were new to participants and inspiring. The concept that was introduced but still not discussed enough and which participants found important was question of intergenerational solidarity. The most important aspect for them was learning something new about youth employment and policies around economic strengthening of youth and also a chance to discuss all this issues in non-formal way and have an opportunity to visit local organisations in Budapest..

Recommendations from this study session can contribute to the priority work on social cohesion and youth policies. It is important to stress that poverty is still an issue in larger part of Europe as well as youth unemployment. This study session dealt with these problems and some of the recommendations can be relevant for the DYS.

4.1 FOLLOW-UP ACTIVITIES

BCYF has youth employment and youth entrepreneurship as its working and strategic priorities. The outputs would be disseminated to all of the network partners and concrete follow up activities – 3 seminars and partner meetings in 2007 and more activities in 2008, such as a new application for the study session in EYCB.

This activity strengthened the already existing network and raised the motivation for future cooperation and networking through various tools – such as for example Youth in Action programme or the youthNET project run by BCYF and Interkulturelles Zentrum where many of the participants from this study session are already involved.

BCYF is willing to organise a study session in 2008 on the topic of social inclusion and youth employability, focusing also on the situation of minority and migrant youth. BCYF programme and some of the outcomes

from this study session were presented by BCYF on the symposium in EYCS in May 'Youth employment and future of work' event. It is also important to mention that BCYF extended its employability programme to Kosovo, and from 2008 it is planned to start activities in Bosnia and Herzegovina and Croatia.

5. FINAL CONCLUSIONS AND RECOMMENDATIONS

Some of the important lessons learned for the team and organisers were:

1. High rates of long-term unemployment of young people are one of the Balkan region's most exasperated problems,
2. Youth employment does not rank high on agenda of government priorities, nor is an important topic in platforms of political parties.
3. General awareness of the perplexity and far-reaching consequences of long-term youth unemployment is generally low and the issue is under-debated
4. This issue should be worked more on in the future by all partners involved and should be put higher on government agendas and in youth work as such.
5. Youth appears to be the least privileged social group when it comes to youth employment and represents the poorest population in most of the Balkan countries.
6. Youth in Action programme of the EU can be well utilized for the better learning, understanding and integration of youth from Balkans into wider European community.

It is also important to mention that some uncertainties and misunderstandings between participants having business culture background and pure NGO background were recognised. These issues are still to be clarified in the future and additional networking and exchange has to be done. This should be one more challenge for both organisers and DYS.



6. ANALYSIS OF THE SESSION

6.1 Summary of Participants' evaluations

EVALUATION QUESTIONNAIRE SUMMARY BCYF STUDY SESSION, 16-22 April 2007

I. Expectations

Look back at your expectations. In which way were they fulfilled? Was anything missing? If yes, what?

- Exchanging ideas, information and experience, but not as much as I had been expected * 2
- Fulfilled in a way of finding contacts and future partners, creative and useful ideas, getting some very good materials. * 5
- Almost everything was fulfilled, but I expect more concrete recommendations from the lecturers, not just statistics (I'm not saying that lecturers weren't good but some personal experience would be helpful)
- To know more about NGO's and organizations which are working on youth employment, practices from different countries and organizations * 2
- Yes, to some extent. Maybe I didn't multiply my knowledge that much
- Yes, 85% from my expectations
- I meet old friends, discuss the projects we are interested in
- Most of my expectations were fulfilled in a quite satisfying level. A really good job was done.
- All my expectations were fulfilled even more. Especially I find useful sharing the experience of young businessmen. I wanted to learn more about youth employment in the terms of legislations in different countries.
- Most of my expectations were fulfilled, but I just want to have a written and signed paper to present in a formal way to the local government, chamber of commerce and youth NGO or just send the recommendations with mail in as many institutions as possible

- I expect that this theme will be explained more deeply. It was too generated. You have good strategy, way of work, but you have to be aware that if you speak about five things at once you want finished all. * 2
- I even didn't expect much of this study session and my expectations are fulfilled in any sense.
- My expectations were fulfilled; there were discussions on very important and interesting topics and problems. But maybe can be done something concrete
- They were fulfilled in a creative way, but I miss lecturer
- I expect exchange of good and bad practise and partnerships for future steps. And I got both ☺
- Everything is fulfilled. They were very ambitious but they were fulfilled. * 4
- Yes, the study session should have been more practical and educative. It's good to have games and interaction but they should be more educative * 2
- I expect to learn something, but I didn't. At least the game with the green and yellow paper was useful

Look back at the objectives you set for your self for this study session. In what way were they achieved? Was there anything missing? If yes, what?

- Exchanging ideas, information and experience, but not as much as I had been expected * 2
- Achieved: finding partner organizations. Missing: learning a way of changing youth polices and solving legal problems.
- Almost everything was fulfilled, but I expects more concrete recommendations from the lecturers, not just statistics
- Now, I know more NGO's and organizations and their practices
- I meet old friends, discuss the projects we are interested in
- I gained contacts, friends, lot of interesting and useful information about the issue of unemployment, potential co-operation, fun and I saw Budapest * 2
- They were achieved both the theoretical knowledge and the practical methods. One of my objectives was to build cooperation with organization working with unemployment. I start to build it. So far the study session was very efficient
- In many points this session gave me much more than I had expected. (For example Dimovski, Anisa presentation)
- I expect more educational presentations and discussions
- They are completely fulfilled and I don't think that anything was missing
- I expected more from my self. I still don't know what skills and imaginary projects I will bring with me at home, but I guess that I'll found out. I meet very good people I expand my knowledge and saw different cultures.
- Objectives achieved, I learned, exchanged experience, established good contacts * 7
- I don't have time to speak with everybody
- I've met nice people but I didn't learn new things
- The only practical and useful thing these days was the game with the green and yellow paper

II. Transfer

How will you use/disseminate the results of the study session in your work on youth employment?

- Try to adapt some of the good practices to the youth employment practices in my country
- Try to get some local impact through public debates, presenting successful program to the local government, and project for motivating young people for education and labour.
- Starting a new program in my country that will get as much people as possible.
- To prepare report to my colleagues
- To keep in touch and cooperate to people and organizations participating in study session
- There are a lot of aspects that will find place in my work concerning youth employment. But having in mind only this study session results I'm not quite sure I will implement them directly
- To create Action plan for employment as soon as possible
- To use some data and contacts * 3
- To transfer all the useful information back to my NGO and use it in our actions.

- To find donors for the projects in field of youth entrepreneurship. Because I feel it is really important to give something valuable to young enthusiastic people with ideas but little financial possibilities. Donors could be either foundation or business companies interested in increasing of economy.
- 3 projects: The first one: NFE for children of the street and young people from vulnerable groups. The second one: Exchanging volunteers and working in youth camps this summer. The third one: Creating a similar group of people in my country to support youth and business cooperation, using the JA experience and examples.
- To use the contacts.
- To improve myself in this field
- To continue with my project and to make more contacts with business communities
- To collaborate, try to be more active in this topics
- To use in my organization * 7 and other interested stakeholders in my country
- We exchanged good and bad practices and methodology of our work. I find that is useful to take examples of others in work
- In many ways, contacts, experience
- I have already found two donors. I will collaborate with four partner organizations that are willing to exchange ideas, experience, and resources with my NGO.

How can your organization/institution benefit from the results of this study session?

- Established contacts *4
- Building network with youth organizations, finding partners for future projects not only for youth employment * 6
- Actually it might not benefit directly. After all we work for the society and the development of young people.
- Use the data and result for work on projects with similar topic * 2
- Try to involve more people in projects through the support of business plan and to be the first NGO in my country who tries to do this. The organization will benefit from contacts, the new ideas that I've got during the study session
- To develop in other directions, spread our ideas, concentrate on this kind of problems on our society
- Cooperation with organizations from other countries and work together in a common projects
- New ideas, new approaches, more cooperation with local institutions * 4
- Contacts, experience, examples * 2

III. The training programme

Looking back at the programme of the study session...

Please evaluate the importance of the following programme elements:

Please evaluate the importance of the following programme elements from

1 (Useless) to 6 (Very Useful)

Programme elements	Average
1. Getting to know each other – welcome evening	4.88
2. Formal introduction of the training and the programme	4.69
3. Motivation and expectations	4.48
4. Group building –Mission Impossible	5.15
5. Expo of the organisations	5.07
6. Youth employment policies, intro by JP Isbendijan	4.64
7. Realities and Challenges of young people in your communities – JP Isbendijan	4.59
8. Stock Market of values- poverty reduction	4.41
9. Working groups on poverty reduction	4.07
10. Intercultural evening	5.22
11. World cafe	5.14

12. Business vs. young people	4.39
13. Site visits	4.56
14. Youth Labour Rights by Vlado Dimovski	5.25
15. NFE recognition	4.32
16. Youth in Action presentation	4.74
17. Networking	5.35
18. Setting recommendations	4.63

- **Comment:** my evaluation is correspondent to my previous knowledge. This doesn't mean that those sections with lower grades are less valuable; it's just that I knew those already.
- Almost every coffee break wasn't a break. We always had to do something for the following tasks

Organisational elements	Average
1. Travel arrangements	5.86
2. Working rooms	5.86
3. Your rooms	5.5
4. Food	4.43
5. Coffee Breaks	4.93
6. Equipment available	5.68
7. Free afternoon	5.61
8. Dinner on the boat	5.79

Which programme elements should be emphasized or developed?

- Presenting/providing more practical information, advice, local experience etc. * 4 (the previous projects in some countries which could be presented by participants)
- Introduction of youth employment polices, practical advices for dealing with local government, motivating businessman for getting evolved.
- Training programme
- Discussions. I believe it would be better if we had more discussions on the topic and results with concrete solutions for fighting youth unemployment.
- Youth vs. Business
- World Café and NFE recognition needed a little bit more time
- More group working can be really useful * 2
- More site visits to different NGO's working on the same field
- Site visits should be more organized, because of the people which are first time in Budapest can visit different things but without guide you can not have the full info and historical info
- More time and people like V. Dimovski
- The presentations, discussions and the team building games
- World Café and networking were very useful
- Networking * 2
- None, they are perfect * 2
- Labour rights, youth employment polices, realities and challenges of young people in the communities
- More discussion in small groups. Involvement of participants into the program in other ways, too.
- More discussion about concrete examples of business and work plans (opportunities and hazards) * 2
- To organized presentations of the NGO's, not expo
- Educative element

What were the best learning points for you?

- Youth in Action,
- JA Bulgaria, Youth vs. Business * 4

- Presentation of V.Dimovski, Youth Labour Rights *8
- I learned a lot about group working and I learned that some other experience could be very useful for our future projects.
- The practical advices given by JA and Alumni Club, Bulgaria
- Team work, group
- Any moment is opportunity for learning
- World Café
- Site visit, intercultural night and dinner on the boat
- Setting recommendation
- Discussions * 2
- Presentations
- Small groups for sure and all the breaks and night conversations
- JP presentation * 2
- Group work was really interesting and very effective *2
- NFE
- Networking *3
- Poverty reduction
- Asha's conclusions
- Meeting new people * 3
- Mission impossible
- Stock market

IV. Methodology

Please comment on the working methods used throughout the study session: were they adequate?

Why?

- Very adequate and useful, but more balance between games and practical issues is needed
- Great methodology, very carefully chosen for every activity, there was a great connection established within the group, so we were very creative and productive, World Café – objectives accomplished.
- They were adequate, not so many lecturers and the participants were very active
- Good introduction
- Adequate and useful and we learn more * 5
- There is more to be done. I like the process of interaction but may be there are better games that can be used.
- Working method is ok * 2
- Some “games” repeated too many times, so they become boring *3
- The majority of the methods were absolutely great and suitable. I really have to congratulate you for that.
- Perfect trainers, they seem to have a good experience in team building skills and NFE
- Adequate, but few of them could be reviewed because of the age of participants. We are not teenagers/kids. * 3 (for example: dinosaurs game – it was impertinence)
- Too many games, there are good but sometimes we can miss the main point. For example stimulation is a good experience but in the reality is far away from those great small groups. PLEASE don't make two presentations one after another like Maya's and AISEC.
- Well prepared and very effective, especially the group working
- Great methodology, very interactive, energetic, reliable, flexible, creative
- Best methodology. The trainers were great, but the speakers were presenting without enthusiasm sometimes (for example AISEC)
- Too many games, we missed the educational elements
- No, there were few practical elements in the programme that could possibly bring future results

V. Study session objectives

Please look back at the study session objectives? How far do you think the objectives have been reached?

1: Not reached at all. 6: Fully reached

Objective	Your rate (1-6)	Comment
To exchange experiences and introduce examples of good practices in the field	4.64	<ul style="list-style-type: none"> • A lot of time was given for this and it was very good • I would be more interested in local practice • The examples was really useful (young entrepreneurship) • It will be better if everyone present his organizations like a session • We'll continue • I found out good practice that I've never heard before
To discuss national youth employment policies in participating countries, and their strengths and weaknesses	3.93	<ul style="list-style-type: none"> • I didn't hear enough • I would like to hear more • More practical examples
To explore possible cooperation of Non Formal Education sector with business sector in relation to employability of the young	4.61	<ul style="list-style-type: none"> • It's still developing
To share the experience of how the recognition of Non Formal Education helps employability of youngsters	4.43	<ul style="list-style-type: none"> • This education is not serious
To discuss measures and formulate strategies of the BCYF network in order to contribute to the employability of young people in the region	4.18	<ul style="list-style-type: none"> • Very important subject wasn't develop enough
To promote Council of Europe values and principles of social cohesion and inclusion of young people, and importance of youth policy development in SEE countries	4.71	<ul style="list-style-type: none"> • Annette was very well informed in this field • We are very pleased and thankful for that to the CoE • This was optimal
To explore possibilities of self-employment as a way to reduce youth unemployment	4.5	<ul style="list-style-type: none"> • More concrete ways to reduce it • More examples • Very good examples for this • Too insufficient

- **General comment:** It was good, but the best was when we continued these topics after the "official" part, that was very creative and I would say much more real, connected with our reality in our countries. That's why rates are so high.

VI. Follow up

What do you concretely plan to do as a follow up?

- Contact some of the participants and cooperate with them * 8
- Try to get some local impact through public debates, presenting successful program to local government, and project for motivating young people for education and labour.
- To enlarge my business on employing more young people
- Writing projects * 2
- Apply one project to Youth in Action - Action 4

- Apply one project to Youth in Action - Action 3
- Make the 3 projects reality
- I'm afraid of writing possibilities so let's just say: that was the first step, I hope and I believe there are going to be much more next steps.
- To create a web portal for the young entrepreneurs where we can share and learn ideas, advices and good practices
- To share information and experience with my organization and other partners in my country *3
- To start working in the field of youth employment
- Join the youthNet Group, looking for the partners from Balkan region and more suitable project for all of us.
- To make a projects with young people in my country * 3
- Keep in touch with people
- A project with "Kids in Action: "; BCYF, with Youth Employment Centre "Star"

What kind of support do you need for this?

- Financial support/funds * 6
- Info / starting materials * 7
- We will see
- Technical support and marketing
- Time
- More trainings for other from our organizations
- Good partners * 2
- To receive all contacts from the participants * 2
- Google discussion group to be created and keep active
- Contacts * 2
- Other people wiliness and energy
- Connections
- My organization and team and more trainings
- Moral support, but great ideas and "know how" from the group is the most important
- I meet a lot of people here that can help me to fulfil my ideas
- Counselling,
- Business advices
- Supervision

Who could provide you this support?

- Youth in Action * 3
- BCYF * 9 Thank you in advance BCYF
- I don't know at the moment
- Various organizations and institutions, participants * 7
- YouthNet
- My NGO * 2
- "Synergy from all of us"
- Trainers, the team
- JA Bulgaria
- CoE, EACEA, EYF, EU Commission

VII. Your comments on the team of the study session

- Kind, helpful and enthusiastic
- Very patient, great educators, good psychologist, experts
- Great / Excellent * 9
- Team was great, but the methodology has to be improved *3
- Jelena is a very good trainer
- Ok
- I like the team
- Really good work, Bravo!

- Thank you so much, you provide me with absolutely all info I needed and were extremely pleasant and open. Sorry I don't know how to spell all your names, but all of you were perfect
- Very nice team, they knew how to motivate us day by day and even make us feel responsible for each session
- I think it would be better if the team was all the time on the same level as we are. There were few moments almost every day that I felt that you do not participate in our "being here". But may be that's the way it should go?
- Very pleasant and interesting, but it can be more educational
- Great, but of course not everyone...
- Beautiful
- Very good, very practice, communicative, simple etc
- Generally ok, Asha was the best
- Great, good combination of energies, but next time I'd be happy to learn more from you... The creative approach.
- THE BEST
- Very smiling people full with energy and gate for better tomorrow. Hope to work with them in future
- Very cooperative, relaxed, hardworking, innovative
- They really love their job, they are fully devoted with heart and soul to what they are doing
- Satisfied

VIII. Your comments on the European Youth Center Budapest and its facilities

- Excellent location, services and conditions * 2
- Very polite and helpful personnel * 4
- Well organized *2
- Great / Excellent * 10
- Very practical
- Good facilities and equipment * 5
- A big THANK YOU to all staff from the reception desk to the kitchen
- They are well organized and well prepared for the study session
- ☺
- Satisfied
- Beautiful
- Very important organization, very practice, influential
- It's a great idea correctly implemented. A true examples of contribution to society
- Everything was really good
- It's worth every 45 Euros ☺

IX. Any other comments, suggestions, criticisms

- It will be much more useful for everyone to focus on how to do the things, not just explaining how important something is!
- FOOD IS A DESASTER! Come on people... most of the group got poisoned!
- Coffee breaks weren't breaks, we were working during it * 2
- More practical experience
- Please don't put sugar on the meals * 2
- More time to learn
- Thank you a lot. Hopefully I will have an opportunity to meet you again and participate to some of upcoming events. Good luck! You're doing a very useful activity
- Next time make sure about gender balance of the participants
- More free time
- Keep going this way
- Just rock'n'roll!!!
- More time to share experience

- I've never been on better study session
- Thank you so much for creating opportunities for us to look for a better future for our society
- Perfect logistics, Good team, Poor methodology, Poor results
- Thank you ☺

7. APPENDICES

7.1 Final Programme, as carried out

	Mon, 16.4.	Tues, 17.4.	Wed, 18.4.	Thu., 19.4.	Fri, 20.4.	Sat, 21.4.	Sun, 22.4.	
9:30-11	Arrival of participants	<ul style="list-style-type: none"> • Official opening • Intro of participants Presenting aims and objectives of the session, program, methodology, team • Presentation of CoE • Presentation of BCYF 	Youth employability and entrepreneurship – realities and challenges	CoE role in social inclusion (ADAE Campaign) Youth employment and entrepreneurship – best practices	- Short presentations on site visits Youth labour rights	Networking	Departure of participants	
11-11:30		<i>Coffee break</i>						
11:30-13		<ul style="list-style-type: none"> • Getting to know each other • Expectations 	Youth employment policies	...Previous block – continuation	Business vs. young people	Recommendations, conclusions		
13-14		<i>Lunch</i>						
14-15:30		<ul style="list-style-type: none"> • Group building 	Solidarity, poverty reduction	Site visits	NFE recognition	Presenting, next steps, follow up		
15:30-16		<i>Coffee break</i>						
16-17:30		Previous block – continuation	...Previous block – continuation	Site visits	...Free afternoon	Evaluation Closing		
19:00		<i>Dinner</i>						
20:00		Welcome evening	Expo	Intercultural evening	Dinner out	Free evening		Farewell party

7.2 List of participants names, organisations and countries

Participants on BCYF Study Session - Budapest CoE				
<i>nr.</i>	<i>Name</i>	<i>Country</i>	<i>Organisation</i>	<i>mail</i>
1	Shkurti Gentian	Albanian	Mjaft! Foundation	gshkurti@gmail.com
2	Adriatik Allmani	Albanian	Mjaft! Foundation	adrial@abcom.al
3	Anisa Xhaxhi	Albanian	Foundation Mjaft	gshkurti@gmail.com
4	Elna Bisha	Albanian	Mjaft! Foundation	elnabisha@gmail.com
5	Bilyana Hristova	Bulgarian	Junior Achievement Bulgaria	bilyana@alumni-bg.org
6	Georgi Dichev	Bulgarian	Studio Future Media	g.dichev@gmail.com
7	Igrika Milosheva	Bulgarian	Junior Achievement Bulgaria	igrika@jabulgaria.org
8	Kristjan Sambar	Croatia	BCYF	kristjan@balkanyouth.org
9	Radic Damjan	Croatia	Youth Centre for non-formal education CnC	damjan.radic@gmail.com
10	Guarino Angela	Italian	Agenzia Regionale del Lavoro	angela.guarino@uniibo.it
11	Nenna Okeke	Greek	Kids in action	okeke4n@yahoo.gr
12	Kristina Velkovska	Macedonian	BCYF	kristina@balkanyouth.org
13	Aneta Urdarevska	Macedonian	BCYF	aneta@balkanyouth.org
14	Maria Paladi	Moldova	The "CMB" Training Centre	m_paladi@yahoo.com
15	Igor Milosevic	Montenegrin	Association for Democratic Prosperity – Zid	igor_milosevic@cg.yu
16	Andrea Jovanovic	Montenegrin	Association for Democratic prosperity- Zid	andrea@cg.yu
17	Nevenka Vuksanovic	Montenegrin	Association for Democratic Prosperity – Zid	nevenkavuksanovic@yahoo.com
18	Wdowik Agata	Polish	Terra Incognita	agata.wdowik@gazeta.pl
19	Butul Črt	Slovenian	TiPovej Institut	butul@siol.net

20	Sonja Čandek	Slovenian	TiPovej Zavod	sonja@tipovej.org
21	Ksenja Perko	Slovenian	TiPovej Institut	ksenja@tipovej.org
22	Igor Pupic	Serbian	SO Novi Beograd	igorpupic@gmail.com
23	Aleksic Djordje	Serbian	Inclusive Society Development Centre ISDC	chichamraz-84@yahoo.com
24	Jelica Stošić	Serbian	Association for protection and promotion in mental health of youth and children – Open Club	pchelica@ptt.yu
25	Bojana Radosavljevic	Serbian	Group 484	radosavl@ptt.yu
26	Aleksandra Vidanovic	Serbian	Balkan Children Youth Foundation	asha@balkanyouth.org
27	Anisa Kaltanji	Albanian	Fondacioni Mjaft!	akaltanji@mjaft.org
28	Jelena Rankovic	Serbian	Groupa “Hajde Da...”	hajdeda@eunet.yu
29	Kristjan Sambar	Macedonian	Balkan Children Youth Foundation	kristjan@balkanyouth.org
30	Maja Garkova	Bulgarian	Junior Achievement Bulgaria	mayagarkova@hotmail.com
31	Annette Schneider	Australian	Council of Europe	Annette.schneider@coe.int

7.3 List of references (books, web-sites, handouts, articles, pictures used)

- ❖ What Works in Youth Employment in the Balkans – BCYF/IYF
(http://www.balkanyouth.org/downloads/WW_IN_YOUTH_EMPLOYMENT_IN_THE_BALKAN_S.pdf)
- ❖ Youth Business Albania – (http://balkanyouth.org/downloads/BalkanYouth_Update_007.pdf)
- ❖ Youth Business Bulgaria - (http://balkanyouth.org/downloads/BalkanYouth_Update_008.pdf)
- ❖ Youth Employment Blog - <http://youthemployment.2pt.net/>
- ❖ Partner Organisation from Serbia - www.hajdeda.org.yu
- ❖ Partner Organisation from Slovenia www.tipovej.org
- ❖ International Youth Foundation/Life Learning Skills - <http://www.iyfnet.org/document.cfm/30/640>
- ❖ International Youth Foundation/Employability - <http://www.iyfnet.org/section.cfm/5/24>

8. Annex - Some methods used in the study session

8.1 GROUP BUILDING

NAME OF THE SESSION:	GROUP BUILDING
FACILITATOR(S):	Asha/Jela/Maya
DATE & TIME/DURATION:	17 th April , afternoon session, 2h duration
TRAINING ROOM:	Plenary and the surroundings
AIMS OF THE SESSION:	<ul style="list-style-type: none"> ▪ To build the group ▪ To practice research and independent work ▪ To work together ▪ To explore basic concepts around the youth employment issues ▪ To explore meanings of solidarity and social inclusion...
DESCRIPTION OF THE SESSION:	<p>Introduction 10 min, 10 tasks 60 min, 50min presenting results and debriefing of the exercise.</p> <p>Give participants instructions for the Mission. They should be written on a flipchart so people can see what are the tasks and rules.</p> <p>RULES:</p> <p>You have 10 tasks that you should complete in 1h as a group; It is up to you to organize your time; Note that everybody has to be involved in the mission; You will have to present the results of your work after this period;</p> <p>Everybody in the group will have to be aware which task is underway and which are already finished.</p> <p>Tasks are presented to participants and written on the flipchart. They were various and dynamic: for example interview as many people as possible on the street, draw traffic signs with the symbolic meaning from the topic of youth employment, etc, etc. After 60 minutes, participants present the results of their mission. Facilitator leads into the debriefing and asking how they feel. Are they satisfied with the results of their mission? Did they participate actively? Are they satisfied with the level of their participation? Were there any leaders? Was it good? What would they change? How can they link this exercise with the real life? Can they give any recommendations for their future work together? For the learning and working this week? Did they discover anything new about the topic? How do they feel using this method of work...etc? Did they like the exercise...?</p> <p>...</p>
WORKING MATERIALS NEEDED:	Flipchart papers, markers, scissors, old magazines/newspapers, glue, scotch-tape, coloured papers
EQUIPMENT NEEDED:	Computers with internet connection, Motilities library possibly
COMMENTS/FEEDBACK:	<p>The first method used can be combined with almost every topic and doesn't have the sole purpose to build a group, but also to warm up participants for the topic. It is usually a good trigger for opening serious topics.</p> <p>Everything found by participants in advance or during the first block of the session – via internet or in the EYCB library can be used as materials.</p>

8.2 WORLD CAFÉ

NAME OF THE SESSION:	WORLD CAFÉ
FACILITATOR(S):	Asha, Annette, JP Isbendijan, Maya, Anisa, Jela
DATE & TIME/DURATION:	19 th April, morning block, 3 h in total
TRAINING ROOM:	Plenary/or 4 th floor hall
AIMS OF THE SESSION:	<ul style="list-style-type: none"> ▪ To present some of the good practices ▪ To introduce the Council of Europe work in the field of social cohesion ▪ To talk in more details about youth entrepreneurship ▪ To get and share new ideas
DESCRIPTION OF THE SESSION:	<p>How café works:</p> <ul style="list-style-type: none"> - There will be more rounds of discussions, each approx. 30 minutes. Depending on the interest in the topic most probably some of the rounds will be longer. It is important to make an initial round fixed and that will set the base for all other rounds. - Discuss with the people in the same table- Write notes on the table clothes. - After each round change table, meet new people. - One from each table stays in the same table during the whole Café as a host/input person. The role of the host is to welcome new people by sharing the most important things from the last round and to serve as an input /resource person. It is also important to have notes/reports from each of the tables <p>Some Café recommendations:</p> <ul style="list-style-type: none"> - Focus on what matters - Contribute your thinking - Speak your minds and hearts - Listen to understand - Speak with intention, listen with attention - Link and connect ideas - Go deeper instead of wider <p>World Café topics:</p> <ol style="list-style-type: none"> 1. Council of Europe and its work in social inclusion (Campaign All Different – All Equal) 2. Youth entrepreneurship – everything you always wanted to know and never dared to ask – inputs by the expert 3. Youth Business – once who made it – personal stories – personal advice <p>It is important that the form of the Café is followed carefully in the beginning. This method can grow into a particular version of the Open Space, since many people after first or second round decide to stick to one certain topic/table and explore matters in more details.</p> <p>As an output of this exercise, there would be notes, reports from each of the discussions.</p>
WORKING MATERIALS NEEDED:	The plenary or the hall should be decorated as a cafeteria with flowers and drinks on each table. Paper table clothes/flipchart papers should cover tables. On the bar there should be café, soft drinks, snacks and fruits.
EQUIPMENT NEEDED:	Chairs, tables, glasses, flipchart papers, markers, cookies
COMMENTS/FEEDBACK:	The World café can be a really powerful method for exchange of ideas and discussion. There should be a certain freedom allowed for the people to ask questions, to be mobile between the groups and search for the issues that interest them the most.

8.3 Solidarity and poverty reduction

NAME OF THE SESSION:	Solidarity and poverty reduction
FACILITATOR(S):	Asha and Annette
DATE & TIME/DURATION:	18 th April, second afternoon session (block), 1.5h
TRAINING ROOM:	Plenary
AIMS OF THE SESSION:	<ul style="list-style-type: none"> ▪ To raise awareness about the inequality of opportunities in society ▪ To foster an understanding of possible personal consequences of belonging to certain social minorities or cultural groups ▪ To discuss issues of poverty and poverty reduction ▪ To discuss existing policies and approaches to these issues
DESCRIPTION OF THE SESSION:	<p>Topic will be already opened in the previous session. In that moment issue of values is introduced.</p> <p>Participants are asked to think for few moments about values they think are the most important for promoting and implementing poverty reduction programmes. They are asked to write down in their note-books or sheet of paper 3-5 values they think are the most important. They should also do this in silence without commenting with their neighbours.</p> <p>Trainer introduces simulation now and presents that it will be a Stock-exchange of values and that participants should try and earn values which are important for them and that they can trade with others (negotiating and showing who has what) or with Bank (which is a risk, since they won't know what Banker gives them for the value they offer to the bank). One of the trainers should be the Banker. Participants can trade among each other as much as they like but only 2 times with the bank.</p> <p>Second step is that every participant will get three (3) value cards (stocks). They should check and think about how much these values correlate with important values they've written before.</p> <p>At that moment by the bell ring, Stock-exchange opens, and it will be open only for 30 minutes.</p> <p>Trainers shouldn't influence the trade among the participants and the one who is playing a Banker should take notes, on which values are exchanged. This will be important for the evaluation, debriefing and reflection of the exercise.</p> <p>Debriefing and Evaluation</p> <p>After 30 minutes, participants are invited back to the circle and asked how do they feel now, have they achieved what they wanted. How was the trade?</p> <p>After this first round of reflections, they are asked to de-roll, since this exercise can be very emotional for some people and after the de-rolling (different methods can be used for this), next step is evaluation and connecting this simulation to the real life and real values we are promoting and fighting for.</p>
WORKING MATERIALS NEEDED:	Papers and pens
EQUIPMENT NEEDED:	-
COMMENTS/FEEDBACK:	Values on the stocks can be changed depending on activity. Team can add more values relevant to the issue discussed.

8.4 INVOLVEMENT OF CORPORATE SECTOR IN YOUTH EMPLOYABILITY PRACTICES

NAME OF THE SESSION:	INVOLVEMENT OF CORPORATE SECTOR IN YOUTH EMPLOYABILITY PRACTICES
FACILITATOR(S):	Maya
DATE & TIME/DURATION:	20th April, morning block after coffee break , 1,5 h in total
TRAINING ROOM:	Plenary
AIMS OF THE SESSION:	<ul style="list-style-type: none"> ▪ To convince the delegates that the involvement of businesses in youth employability measures is very useful for young people, can bring financial sustainability to the programs, and can be good partners of NGOs ▪ To convince the delegates that businesses are interested in participating in youth employability practices and to identify the interests of businesses ▪ To train the NGO employees in attracting businesses as partners and to communicate successfully with them in order to keep high retention of business partners ▪ To present best cases on NGO- Business partnerships in the name in the frameworks of youth employability projects ▪ To make the delegates think how they can attract businesses as youth employability partners back home
DESCRIPTION OF THE SESSION:	<p>The session consists of 5 main parts that follow logically one after each other. The session requires the active participation of delegates in giving ideas, brainstorming and exercising.</p> <ol style="list-style-type: none"> 1. The importance of corporate sector involvement in youth employability practices – brainstorming together with delegates 2. Benefits for businesses when being involved in youth employability programs – brainstorming together with delegates and demonstrating examples 3. Ways of attracting businesses as youth employability partners <ul style="list-style-type: none"> - creating and maintaining business contacts - exercise of short listing target business partners and identifying their needs - preparation for a first meeting (exercise of elaborating a project description and partnership proposal) - presenting and negotiating during the meeting – role play - maintaining high retention rate of business partners and expanding communication 4. Best practices of good business- NGO cooperation in the frameworks of youth employability practices <ul style="list-style-type: none"> - Junior Achievement Bulgaria, JA Alumni Student Club, JAB Business club, Aiesec Bulgaria 5. Take it home – the delegates should make a plan on how businesses can help them in youth employability programs, identify potential business partners and make a strategy on attracting them
WORKING MATERIALS NEEDED:	Flip chart, printed hand-outs (samples of project description, partnership proposal, thank you letters, certificates of recognition for business partners)
EQUIPMENT NEEDED:	Multimedia, screen
COMMENTS/FEEDBACK:	

