



SERBIA NATIONAL REPORT

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1. INTRODUCTION



This report was prepared under the framework of the project titled as fostering youth work and management in NGO's. The report includes the introduction of the tasks determined during kick-off meeting including WP1 and WP2 (Cooperative Research and Assessment of Current Needs, Study Report on Youth Work). In the report, you will find the implemented methodology with the focus groups in Serbia. As part of the tasks, the literature review was presented including brief provision of analysis on current situation of young people having disadvantaged background and needs of youth workers working with youngsters with disadvantaged background as well as the brief description of Good Practices on youth work in Serbia. The report also intended to explain the current local and national situation of disadvantaged youngsters. There are some challenges for youth workers who work with youngsters having disadvantaged backgrounds. We have tried to analyze the available problems that youth workers excessively encounter with.

In the report, current tools and methodology that youth workers and social workers use while working with disadvantaged youngsters to promote their integration were also described. During the sessions with focus group, their experiences and methodology were also shared. In the relevant article you will see the details of the promotion method and current tools and methodology as well. Besides, these youth workers and social workers also need to be encouraged and in the last article, the report underlines the current promotion methods.

In the final chapter of the report, integration and support of youth workers were emphasized. It also includes the analysis of Participants List Sheet and focus groups with youth workers and social workers. We attached the answers of the questionnaire given by social and youth workers. We assessed and analyzed all available data obtained from focus groups.

2. METHODOLOGY



The evaluation process employed throughout this review relied on a mixture of desk research, direct consultation with young people, experts as well as an in-depth field visit. To develop conclusions about the strengths and/or weaknesses of existing public policies, the research team conducted extensive background research over a period of several months. Once these conclusions were deemed sufficiently well-founded, they were tested in a series of interviews and focus groups throughout the country. In addition, the research team developed a substantive questionnaire, which allowed them to further test their assumptions and helped to fill in any gaps within the existing literature. Among the methods employed throughout this policy review were the following:

- **Desk Research:** Once the research team adapted the Youth Initiative’s evaluation matrix to accommodate the Serbian case, the team began an intense period of desk research. From February 2024 through August 2024, they reviewed relevant documents, legislation, research, and previous reviews of youth policy pertaining to Serbia. In the process, they also mapped those actors engaged in the youth sector in Serbia that they believed would be sources of relevant information.
- **Interviews:** Following the extensive desk review, the local research team began drafting the report. Once a comprehensive first draft had been produced, they assembled all available data. A total of 20 interviews were conducted for the purpose of this review. Interviews often went into considerable depth, lasting more than one hour. Wherever possible, interviews were recorded using a digital recorder. Where a recorder was not employed, written notes were taken. Following each interview, a summary and/or full transcript of interviewee responses was made.
- **Focus Groups:** To obtain additional insight into the perceptions and opinions of stakeholders, a focus group was held the participants of which have been living in Tutin and Belgrade. The group involved young people and NGO activists engaged in youth issues. For a list of questions asked during the focus groups, please refer to Annex IV.
- **Questionnaire:** All focus group participants were asked to complete a questionnaire evaluating their knowledge of and opinions about subjects of concern to young people and public policy in Serbia. The questionnaire was developed by the local research team in tandem with the international advisor, as well as an independent researcher with a background in psychology. The questionnaire may be found in Annex III.

3. LITERATURE REVIEW



3.1 Framework of youth work in Serbia

As to brief provision of Analysis on current situation of young people having disadvantaged background and needs of youth workers working with youngsters with disadvantaged background, an extensive literature was conducted. Serbia has gone through a strenuous process of maintaining and establishing a comprehensive framework for youth studies. Because of conflicts and wars tied up with economic difficulties in the territory, youth policy was surpassed by other important policies at initial stages. However, Serbia has gradually adapted its youth policy in accordance with local strategies and EU priorities.

Along with general economic development, all economies have experienced a positive trend in youth employment creation in recent years. However, youth unemployment remains stubbornly high, while activity and employment rates are far below the levels seen in the EU, with a strong gender bias. Young people with all levels of education experience a difficult transition to their first job and many young people are in a situation of precarious employment. Youth with a low level of education are at a particular disadvantage. Most public employment services in the Western Balkans deliver some activation measures targeting unemployed youth. These measures include wage subsidies to employers to take on young jobseekers, support for self-employment and entrepreneurial start-ups, various types of training and in-work training programmes including internships for graduates from higher education. However, these programmes are for the most part limited in scope and are underfunded[1]

In recent years, there has been numerous attempts and plans to improve and maintain a straight youth policy towards local strategies and EU priorities as well. The National Youth Strategy (2023-2025) is the main public policy document in the field of youth in the Republic of Serbia which recognizes youth work in the context of non-formal education, where recognition of competences acquired through youth work is underlined as essential for young people. One of the specific strategic goals is “Improved quality and availability of youth work and ensured recognition of youth work”.

1] <https://www.rcc.int/download/docs/Study-on-Youth-Employment-in-the%20Western-Balkans-08072021.pdf/7464a4c82ee558440dfbea2e23028483.pdf>

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3.1 Framework of youth work in Serbia

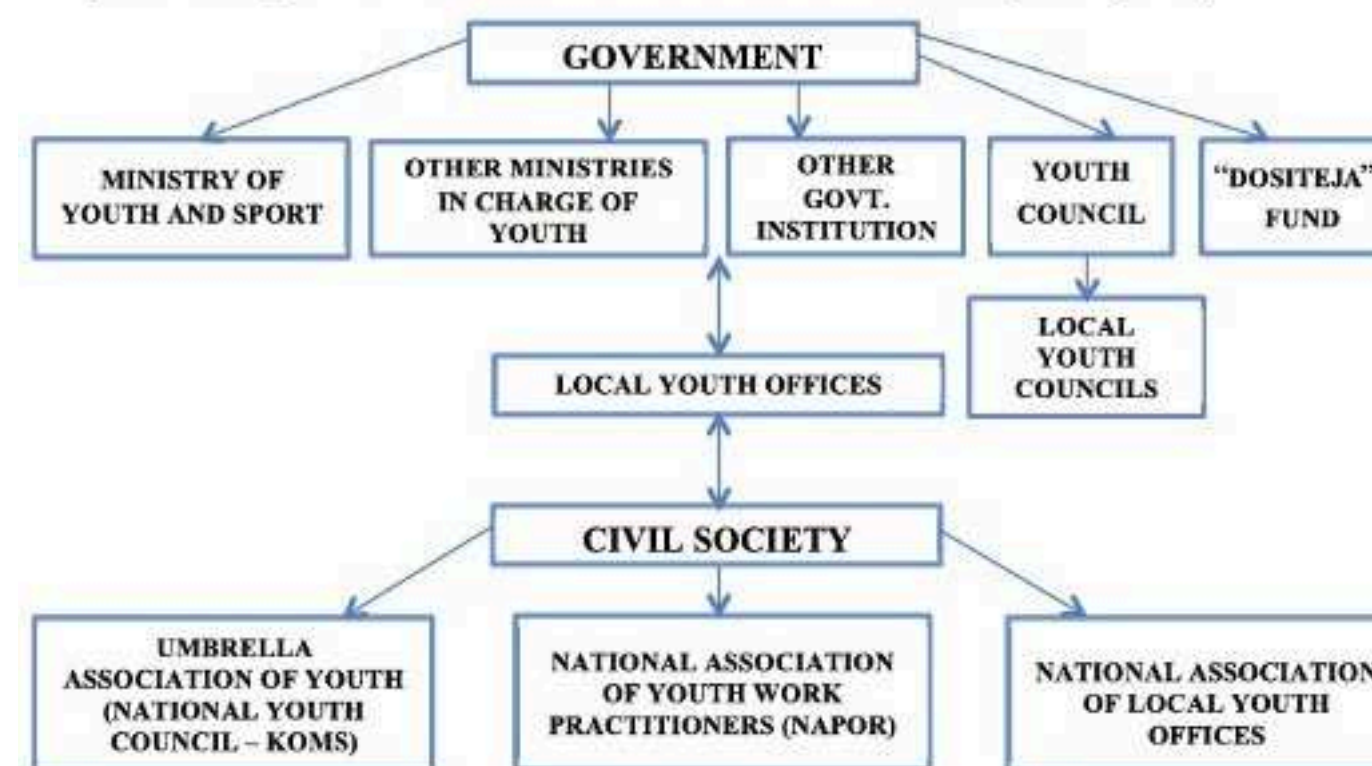
This goal further implies: [2]

- Improved quality of youth work programmes and capacity of youth work service providers.
- Provided identification and recognition of youth work as service that contributes to the improvement of youth situation.

The institutional framework of national youth policy should ideally lead to both efficient and effective youth policy conceived and delivered through what has been de facto a “co-management” process. Many Council of Europe member countries proclaim co-management as a guiding principle in youth policy making. Nevertheless, the collaborative, consultative and inclusive process adopted by the Serbian authorities in the late 2000s is considered by many to have been an exemplary case of participatory youth policy making.[3]



Figure 2: Diagram of institutional framework of national youth policy



[2] <https://national-policies.eacea.ec.europa.eu/youthwiki/chapters/serbia/103-support-to-youth-work>

[3] www.coe.int/t/dg4/youth/coe_youth/co_management_en.asp

3. LITERATURE REVIEW



3.1 Framework of youth work in Serbia

With support of Ministry of Youth and sport, as a foremost responsible institutional body, R. Serbia recently entered into process of youth work professionalization and creation of systematic professional youth care network. Due to recent foundation of National Association of Youth Work Practitioners (NAPOR), that will lead the process of recognition of youth work in Serbia. The Association is supposed to represent a mechanism for creating recommendations for more good practices and information exchange, as well as to promote the cooperation between civil organizations and, with support of the Ministry for Youth and Sport, ensure the youth program's quality. But this process is still at the beginning and the standards of youth work are still not established on the national level, so there are significant differences in terms of the quality of youth programs within the different regions. Hopefully, this will be the platform for the future legislative framework of youth work in Serbia.[4]

3.2 Brief Description of Good Practices in Serbia

In our desk research, we talked about two good practices one of which was implemented, and the other has still been on the process in Serbia. As a matter of fact; it is hard to find good practices taking into consideration the few number of projects on youth and especially disadvantaged group of young people. One of the project, Youth Entrepreneurship, Neet Employability, And Youth Career Management Skills in Serbia, focuses on the entrepreneurial opportunities for youth people in the region. The Research on Youth entrepreneurship, NEET employability, and youth career management skills in Serbia provides the analysis of key issues related to strengthening youth employability and youth policy institutional framework with regard to the introduction of the Youth Guarantee piloting in Serbia. It contains recommendations for the policy makers focusing particularly on the youth policy stakeholders.

[4] https://pjp-eu.coe.int/documents/42128013/47261887/SEE_Summary_Report_Final.pdf/ef11b992-cddc-4083-965d-97e1c753a297?t=1382961340000

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3.2 Brief Description of Good Practices in Serbia

The project is based on the desk analysis covering current position of youth in the Serbian labour market, existing strategic and institutional framework shaping youth employment policies at the national and local level, as well as relevant reports on youth employment in the EU, Western Balkans and Serbia. Situation analysis is followed by empirical research including focus groups with key stakeholders, semi-structured interviews with representatives of the Local Youth Offices and civil society organizations, and questionnaire filled out by the local youth office representatives.

The project indicated a room for greater involvement of the civil society organizations which could play more important role, particularly with regard to effective outreach to NEETs as well as developing soft skills of the vulnerable youth. There have been some interventions initiated by the civil society organizations (mostly based on one-stop-shop model concept) that resulted in favorable outcomes reflected in the established links between youth organizations, private sector and local administration, including National Employment Service. Therefore, further efforts with regard to development of the civil sector capacities, particularly in less developed and rural areas, are highly desirable.

The project structure is organized into six chapters. Within the first chapter, a desk research was conducted on the position and needs of young people in the context of their smooth transition to labour market. This chapter provides brief analysis of the labour market secondary data and position of youth, analysis of the existing institutional framework and policy instruments targeting unemployed/inactive youth, as well as current youth needs with regard to entrepreneurship development. This chapter also includes the analysis of the Youth Guarantee experiences of the EU member states, which could be relevant for the envisaged piloting of the Youth Guarantee intervention in Serbia. The second chapter outlines the applied methodology and describes specific research instruments used within the research.



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3.2 Brief Description of Good Practices in Serbia

The third chapter provides the assessment of capacities and needs of the local youth offices being also the main youth policy stakeholders at the local level. The presented results include quantitative analysis obtained through questionnaires filled out by local youth office representatives and the results of five semi-structured in-depth interviews conducted with local youth office coordinators. An important factor of success of the Youth Guarantee implementation in Serbia refers to the developed and proactive civil society organisations building bridges between youth and formal institutions. Chapter 4 provides views of the civil society representatives including best practice and experiences related to successful approaches to vulnerable youth. The analysis presented within Chapter 5 provides main conclusions and recommendations extracted from the discussions conducted within three focus groups organized with an aim to provide discussion amongst youth policy stakeholders at both national and local level. Focus group discussions covered three topics relevant for understanding the youth employability issues in Serbia - career management skills, employability and entrepreneurship; employability of NEET population; and local youth institutions. Finally, the last chapter provides main findings and recommendations for the policy makers, with particular focus on the youth policy actors and their collaboration with other stakeholders that will be directly or indirectly engaged in the Youth Guarantee implementation in Serbia.

Results and Contributions by the project can be described as follows;

- Strengthening capacities of the local youth offices
- Institutional changes at the local level
- A positive contribution to public policy management and data collection
- Establishment of the inter-institutional collaboration
- Strengthening existing policy measures and introduction of the new ones

Supported by Regional Cooperation Council, the project has yielded favorable results and conclusions with extensions and initiatives for further projects.

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3.2 Brief Description of Good Practices in Serbia

The second one for good practice, Blockchain Youth Work, is related with a system of recording information in a way that makes it difficult or impossible to change, hack, or cheat the system. A blockchain is essentially a digital ledger of transactions that is duplicated and distributed across the entire network of computer systems on the blockchain. Blockchain allows personal data to stay personal to the learner.

The purpose of the Blockchain Youth Work project is to support efforts to professionalize youth work through digital and innovative dimensions and ensure the quality of education practices in youth work. The project aims to highlight the solution of digital transformation through the development of digital readiness, resilience, and performance, as a main priority. The youth sector is undergoing a digital transformation, especially in the light of the pandemic. The youth sector, including young people, are becoming more and more prepared to collaborate, learn and develop competencies in digital frameworks. At the same time, youth workers must be supported in carrying out activities in the digital environment. The first stated priority will be achieved by creating a platform that provides secure storage of digital certificates that can also be identified by external stakeholders through a fixed system of evidence on secured platforms. The proposed blockchain technology will assure an easy and fast solution for solving the problem of verification and recognition of learning achievements in youth work, and recognition of similar educational activities which provide verifiable learning outcomes in the youth sector. This will add to the increasing quality, innovation, and recognition of youth work in partner countries and on EU level, which is another project's priority. Project activities include:

- needs analysis that will be evidence-based and will be oriented towards youth policies through advocacy activities
- activities directly oriented towards youth work practitioners, and together they strongly support the priority of reinforcing links between policy, research and practice.

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3.2 Brief Description of Good Practices in Serbia



Project kick off meeting in Ljubljana

We took the project as a good practice since we think it will promote the educational staff with its related objectives, which are:

- Create a quality framework for educational practices in the field of youth
- Pilot the innovative platform based on the blockchain technology for the validation, recognition, quality assurance and supply of youth work relevant learning outcomes
- Advocate for the quality of youth work at national, regional and EU level

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3.3 Analysis of the current local and national situation of disadvantaged youngsters

The National Youth Strategy highlights 10 key groups as what it calls “vulnerable.” These groups include the poor, the Roma, the disabled, refugees and IDPs, returnees in the readmission process, women, parents, people with unresolved housing, orphans, and the homeless. These specific groups were selected largely for economic reasons, given that they are the young people most likely to experience poverty and protracted unemployment.

Several of these groups are also the focus of intersectoral laws dealing with marginalized groups, including the following:

- » Poverty reduction strategy of the Government of the Republic of Serbia
- » Law on gender equality
- » Law on the Foundations of the Education System
- » Antidiscrimination Law
- » Strategy for Improving the Position of Persons with Disabilities
- » National Strategy for Refugees and Internally Displaced Persons
- » National Strategy for Improvement of the Status of Roma

Young people between the ages of 15 and 31 make up about 20 percent of the population in Serbia. Confronted by a graying population and the hardships of a post-communist, post-conflict transition, these young people faced enormous obstacles over the course of the past decade. On the economic front, while Serbia has experienced steady gains in GDP since the democratic changes of 2000, Serbia’s young people continue to suffer from high rates of unemployment, a lack of access to the labor market, and vulnerability to macroeconomic instability. On the political front, while Serbia has successfully made the transition to an electoral democratic state, young people continue to be far removed from decision-making processes and are often denied a voice in the decisions that affect their lives.

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3.3 Analysis of the current local and national situation of disadvantaged youngsters

Young people are not only trapped in the troubled labour market situation but also exposed to other risks such as poverty and material deprivation. The so-called at risk-of-poverty or social exclusion (AROPE) rate is a composite indicator that captures all three dimensions of vulnerability of young people: very low work intensity (VLWI), relative poverty and material deprivation; it shows that 38.8% of young people aged 15 to 24 belonged to at least one of these three states in 2018 (Eurostat, n.d.). This is above the AROPE rate for the population above 15 years of age (34.3%) and among the highest rates compared to EU 28 countries.[5]

There are some related projects for disadvantaged youth in Serbia. One of them is coordinated by the Ministry of Education, the European Union and UNICEF who have joined forces to bridge the digital divide for some of the most vulnerable children in Serbia through education system support, provision of open-source educational resources and technical equipment, as well as through school-based activities aimed at improving learning outcomes of children. The EU funded project is worth €2 million grant and will be implemented in 30 local governments across Serbia.

“One of the priority goals of the Government of Serbia and the Ministry of Education, Science and Technological Development is equal rights and access to education and upbringing without discrimination and separation on any grounds. An inclusive approach has led to the inclusion of more children from vulnerable groups in the education system in Serbia. During the state of emergency, distant learning was established as a model to help maintain and preserve the educational process during the Covid 19 pandemic and special attention was paid to working with students from vulnerable social groups. Support was provided through individualization measures and the purchase of 1650 devices and 2400 internet cards. Thanks to this support 96% of students from vulnerable social groups were enrolled in classes. This was shown by the data of the research that the Ministry conducted with UNICEF and the Institute of Psychology. Based on the results of the mentioned research, we mapped the needs, and the Ministry and UNICEF will, with the financial help of the European Commission, start the realization of the project "Bridging the digital divide in Serbia for children from vulnerable groups", says the spokesman of the Ministry. [6]

[5] https://www.youthpolicy.org/uploads/Youth_Public_Policy_Serbia_En.pdf

[6] <https://www.unicef.org/serbia/en/press-releases/bridging-digital-divide-serbia-most-vulnerable-children>

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3.4 Main challenges of youth worker who work with youngsters having disadvantaged background in their daily implementation

The overall picture of youth studies in Serbia presents us a challenging but enthusiastic way to walk. The institutes and relevant stakeholders involved in youth projects comprehensively perceives the reality in the Western Balkans. It seems that they are aware of the main obstacles in maintaining youth studies especially with people having disadvantaged backgrounds. The problems encountered of youngsters having disadvantaged backgrounds vary in terms of their special situations. Here, you will find the different issues which the disadvantaged groups experience according to their situation.

ROMA: The poor situation of Roma is compounded by a lack of enrollment in and access to education. Roma are underrepresented on all education levels compared with their peers, with only 66 percent of Roma children attending primary school (compared with 94.4 percent of other children in Serbia). Many young Roma—especially young women—also fail to complete their education. Only 14 percent of Roma men attend secondary school and 6 percent of Roma women (compared with 88.9 percent of others).

Young Roma also face greater health risks than the rest of the Serbian youth population, particularly with respect to STDs and HIV. According to a study conducted in 2008 and 2010 by the Institute for Public Health of Serbia, only 22 percent of young Roma in Belgrade and 33 percent in Kragujevac know how to prevent the sexual transmission of HIV and reject major misconceptions related to the transmission of HIV.

THE DISABLED: The demand for employment among the disabled far outstretches the supply. Between two surveys, 42 percent of persons interviewed were actively looking for a job, while only 14 percent ultimately found a job. Many disabled face a number of obstacles in finding work, among them access to transport, access to the premises of National Employment Bureau, lack of orthopedic aids, and disabled-accessible facilities in the workplace. A recent research report by the Centre for Independent Living¹⁷¹ states that one-third of its interviewees had difficulties with access when going for a job interview. Still, the news is not all bad. One-fourth of unemployed disabled people surveyed say job opportunities are better now than they were in previous years.

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3.4 Main challenges of youth worker who work with youngsters having disadvantaged background in their daily implementation

Young Refugees and internally Displaced Persons (iDP): These young people continue to perform below the national average, with high rates of high school dropouts and little university enrollment. Young refugees and IDPs are not well-integrated socially, suffer from low self-esteem, and many live in poverty.¹⁷⁷ The unemployment rate of refugees and internally displaced persons is high (approximately 32 percent), with some 49 percent of the unemployed lacking any form of work experience.

Young Returnees in the Readmission Process: Since 2008, Serbia has also experienced an influx of its citizens from Western European countries, mostly Roma from Kosovo, whose request for asylum was denied or temporary protection cancelled by EU member states. According to the estimates of the Council of Europe, between 100,000 and 150,000 persons will return to Serbia.

A significant number of these do not speak Serbian. Of the young returnees, many will never have set foot in Serbia and will thus likely face enormous social, economic, and education obstacles in integrating into the society. Because many lack appropriate documentation, the process of their inclusion in schools, the health care system, etc., is expected to be particularly slow going.

Young People with Unresolved Housing issues: Young people aged 20–30 are in the intense process of gaining independence, directly expressed through employment and housing. Among employed youth, about 50 percent continue to live with their parents, while the figure is closer to 70 percent among the unemployed. The lack of a possibility for solving their housing status represents one of the chief obstacles to family formation.

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3.4 Main challenges of youth worker who work with youngsters having disadvantaged background in their daily implementation

Young People Without Parental Care: Every year, about 100 children age out of the institutions because they reach the legal age limit of 18 years. About 60 percent of institutionalized children are adolescents according to data presented in the National Youth Strategy. As defined by the Youth Strategy, youth without parental care meet criteria for vulnerable group status because they lack the appropriate social capacities necessary for adaptation, integration, and independent living.

Young People Living and Working on the Street: The National Youth Strategy also lists the homeless among the most vulnerable youths in Serbia. According to police data, about 400 young people live and/or work on the street; about half of these young people live in Belgrade. It can be assumed that the estimated number of unreported cases is significantly higher.

YOUNG WOMEN: Female unemployment is consistently higher than male unemployment, despite the fact that women have higher educational levels than men—8 percent of men have a college degree, compared with 15 percent of women. Among unemployed persons with a university degree, 53 percent are females and 47 percent are male. Of those who are employed, women tend to hold lower positions and earn significantly less than their male counterparts. Women also face domestic violence and widely held societal preconceptions about their role and value. According to a 2018 report released by the Helsinki Committee for Human Rights, as many as 1 in 10 Serbian high school students approves of the notion that a woman should be beaten.[7] According to the report, one in three women face domestic abuse in Serbia, and one in two faces some form of psychological abuse. Women also encounter sexual harassment in the workplace. Too often, institutions of law stand aside, essentially condoning the general attitude that domestic violence and sexual harassment are a normal part of the social dynamics of the country.

7] M. Skrbic (2011), Oražavajuće: Svaki deseti srednjoškolač smatra da žene treba tući (Every Tenth High School Student Believes a Woman Should Be Beaten), Blic.

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3.5 Current tools and methodology that youth workers and social workers use by working with disadvantaged youngsters to promote their integration

Youth work in Serbia is mainly practiced within youth organizations or associations. The main funder of youth work activities is the Government of the Republic of Serbia, specifically the **Ministry of Tourism and Youth**, whereas local authority offices may allocate their budget funds for financing the needs and interests of young people, but they are not legally obliged to do so.

Youth worker became recognized as a profession in Serbia in 2019, but formal education leading to a youth worker qualification does not exist yet and most training is provided through non-formal education conducted by NGOs. However, the first step to ensure the quality of youth work were developed by the National Association of Youth Work Practitioners - **NAPOR** in 2009. NAPOR provides details of basic types of youth work, and the principles and values on which it is based.

- Accreditation of organizations delivering youth work
- Professionalism of human resources
- Ethics in youth work
- Passport of competences / recognition of competences gained by young people through youth work programmes.
- Accreditation of organisations [8]

[8] <https://national-policies.eacea.ec.europa.eu/youthwiki/chapters/serbia/104-quality-and-innovation-in-youth-work>

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3.5 Current tools and methodology that youth workers and social workers use by working with disadvantaged youngsters to promote their integration

NAPOR developed a set of eight standards that each youth work programme should fulfil. A mechanism for their implementation is based on willingness of member organizations to participate in an accreditation process. The process during which the fulfilment of each standard is checked includes self-assessment and assessment of an accreditor - a person with experience in youth work and advanced supervision skills. The organizations that go through the process get the certificate of Accredited organization for implementation and promotion of quality standards in youth work. Accreditation is valid for three years and followed with the re-accreditation process. Since 2015, accreditation is one of the mandatory conditions for full membership in NAPOR. Accreditation is recognized by the member organizations as well as by the Ministry of Tourism and Youth.

They also developed a guide for Youth Leaders and Youth Workers. In addition, it contains a mechanism for validation of previously attained competences in youth work. The validation process is intended for persons who implement youth work in practice and continuously work on self-improvement but have no comprehensive formal or non-formal education in youth work. For those practitioners, it is possible to prove the competences that they gained through experience and different training courses in front of board of experts, in order to gain certificate for one of two vocational levels.

Those who do not have the necessary experience for validation, can go through the training program. It consists of five thematic modules and practice in youth work. In this case too, NAPOR issues certificates for all the participants who fulfil the set of competences needed for the vocational level they are trained for. These certificates are also recognized by member organizations and by the Ministry of Tourism and Youth.

3. LITERATURE REVIEW



3.5 Current tools and methodology that youth workers and social workers use by working with disadvantaged youngsters to promote their integration

Apart from NAPOR, The Social Inclusion and Poverty Reduction Unit (SIPRU) was established by the Government of the Republic of Serbia in 2009. [9] Since its establishment, SIPRU has operated within the offices of Prime Ministers and Deputy Prime Ministers (most recently within the Office of the Prime Minister since 2018). SIPRU's primary mandate is to strengthen the Government's capacities to develop and implement social inclusion policies based on international standards and good practices. SIPRU provides support to institutions and relevant partners to improve the accessibility and quality of the data on poverty and social inclusion. The Unit assists the line ministries in the creation of evidence-based policies, involving regular consultations with all relevant stakeholders, and contributes to the improvement of the inter-sectoral cooperation to enable the best possible policy implementation. In addition, SIPRU undertakes initiatives to find solutions to the principal needs of the vulnerable social groups in the local communities by developing and piloting innovative approaches.

The Foundation Tempus, founded in 2002, is member of the Research-based Analysis and Monitoring of Erasmus+: Youth in Action Programme, which provides evidence to better understanding of the processes and outcomes in youth work and non-formal education. Since 2007 the Foundation Tempus has been promoting Erasmus Mundus program. It is also responsible for Jean- Monnet program. July 2016 marks the beginning of preparatory measures for Serbia's full participation in the Erasmus+ program. The same year, the Foundation Tempus also became responsible for the implementation of the programme's youth component. In 2019, Republic of Serbia became fully-fledged Erasmus+ Programme Country, and Foundation Tempus is the National Erasmus+ agency.

Serbia is included in RAY Monitoring research which aims to explore a broad scope of aspects of the Erasmus+: Youth in Action Programme in order to contribute to practice development, improving the implementation of Erasmus+: Youth in Action and to the development of the next programme generation.

[9] <https://sociojalnoukljucivanje.gov.rs/en/about-us-2/about-us/>

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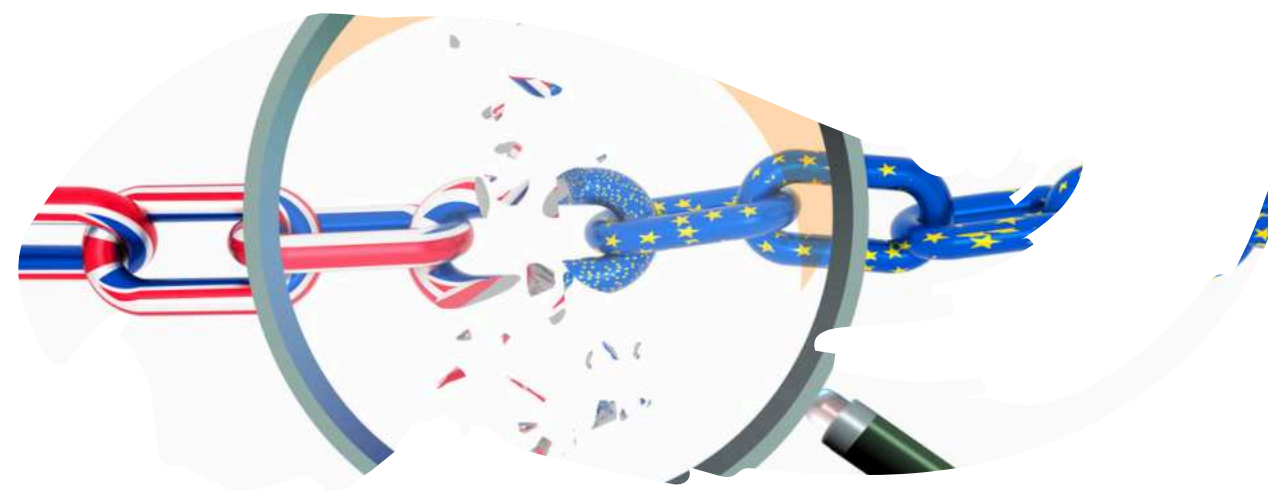
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3.5 Current tools and methodology that youth workers and social workers use by working with disadvantaged youngsters to promote their integration



National Youth Council of Serbia (KOMS) is an association of 109 youth and for youth organization and is the highest independent representative body of youth in Serbia. KOMS is an advocacy platform that represents the interests of young people, ensures their active participation and develops systemic solutions in order to improve the position of young people through the development of strategic partnerships, intersectoral and international cooperation, as well as by strengthening the capacities of member organizations and other youth policy actors. The design and implementation of the activities of National Youth Council of Serbia will be based on an approach based on human rights, and special attention will be paid to the multi-layered identity of young people, and adequate recognition and advocacy for their rights and needs.

As well as these tools and organizations, the youth workers and social workers can benefit from local governmental bodies and foundations. Some foreign embassies and consulates may open calls for projects especially for disadvantaged youth groups.

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3.6 Suggested tools or services to promote youth workers and social workers working with youngsters having disadvantaged background

There needs to be more projects and research on youth workers to determine and solve the needs and problems of youth workers working with disadvantaged background. Results indicated that previous projects were mostly aimed at programs for encouragement of active participation of young people in different spheres of social life and their non-formal education. About fourth of project proposals dealt with constructive spending of free time, while only 10% or less related to health, employment, environment or safe surroundings for young people. Most common target group were young people from vulnerable and socially excluded groups, whereas young people from the countryside are the least mentioned group.

We can describe some suggestions and steps to be taken as follows:

- providing housing and active inclusion services strengthened for effective and gender responsive planning
- Adequate housing solutions provided to the most vulnerable women and men, girls and boys;
- Improving the quality and functionality of Job, social, education, health care services, provided to the most vulnerable women and men, girls and boys.
- encouraging young people to participate actively in society;
- developing youth co-operation and providing conditions for their participation in decision-making processes through the sustainable institutional framework, based on the needs of young people and in co-operation with youth;
- establishing a system of youth information at all levels and in all areas;
- achieving the right to equality of opportunity for all young people in society, and especially for those who live under difficult conditions;
- encouraging and evaluating the extraordinary results and achievements of young people in different areas;
- improving opportunities for youth to spend quality leisure time;
- developing an open, effectual, efficient and justifiable system of formal and non-formal education accessible to all young people, in line with global educational trends and the educational context in the Republic of Serbia;

4. SUPPORT AND INTEGRATION NEEDS OF YOUTH WORKERS



After we have completed our desk research based on the extensive literature review, we selected our focus group according to the instructions in WP2. In order to address effective skills, we took importance communication, leadership, teamwork, and conflict resolution which can help develop the management skills while we are setting up our focus group.

For youth workers, we selected an association in Tutin, which is one of the most disadvantaged areas in Serbia in terms of socio-economic situation of the residents. Since they are working with Romas, disabled users and youth having disadvantaged background, the profile seemed reasonable to achieve the best results for the projects.

For social workers, we selected Belgrade, Novi Pazar and Novi Sad as the other parts of our focus group. Since they work under various circumstances in more metropolitan area, we aimed to take the proper picture of youth and youth workers. Tutin should be regarded as a rustic place while urban cities will be represented as more developed regions. So that both reflect the very suitable sample for our focus group.

We made two sessions with the focus group in Tutin and different parts of Serbia. During the first session, participant consent forms were signed by the participants before they filled in the participant information sheet. The focus group questions were asked to the participants in circular meeting as part of the sessions. Some of the volumes were filmed and the relevant notes were written down. The obtained data from the sessions will be shown in the table below including the participants' age, gender, country of origin, level of education etc.

4. SUPPORT AND INTEGRATION NEEDS OF YOUTH WORKERS



4.1 Analysis of Participants List Sheet

a. Participants' Characteristics

The focus group participants included youth and social workers from various regions, with an age range of 22 to 45 years. The gender distribution was balanced, with equal representation of male and female participants. The majority of participants were Serbian nationals, though a few participants had dual nationalities.

b. Participants' Professional Background

Most participants had completed a bachelor's degree, with some holding master's degrees in social work, psychology, or education. Their experience in the field ranged from 2 to 15 years, with a median of 7 years. This diverse range of experience allowed for a rich exchange of knowledge and perspectives.

c. Information on Their Position

Participants worked primarily with youth aged 12 to 24. They were affiliated with non-governmental organizations (NGOs), public organizations, and informal groups. Common daily activities included mentoring, organizing workshops, conducting outreach programs, and offering one-on-one counseling. A majority had attended training related to youth work, though many expressed the need for more specialized courses.

4. SUPPORT AND INTEGRATION NEEDS OF YOUTH WORKERS



4.1 Analysis of Participants List Sheet

d. Current Competences and Vocational Needs

The participants exhibited strong communication, teamwork, and leadership skills. However, there was a noted gap in digital literacy and advanced project management skills. They highlighted the need for training in conflict resolution, trauma-informed care, and effective policy advocacy.

e. Good Practices and Methods

Participants reported using participatory workshops, peer mentoring, and collaborative community projects as effective methods. They emphasized the importance of creating safe and inclusive spaces for youth engagement.

f. Awareness of Initiatives and Policies

Awareness of national initiatives and policies varied among participants. While some were well-informed about youth policies and government programs, others, particularly from rural areas, reported limited knowledge and access to such resources.

g. Training Needs

Participants identified training needs in areas such as laws and regulations, project cycle management, psychological aspects of youth development, and digital tools for remote engagement.

4. SUPPORT AND INTEGRATION NEEDS OF YOUTH WORKERS



4.2 Analysis of Focus Groups with Youth Workers and Social Workers

a. Profile of the Target Group

The target group included youth with disadvantaged backgrounds, such as those from low-income families, Roma communities, and youth with disabilities. Many were out of school or unemployed, with limited access to educational and vocational opportunities.

b. Obstacles Faced by Youth Workers

Participants identified financial constraints, limited resources, and lack of institutional support as major challenges. Additionally, they noted difficulties in engaging youth who face social stigma or lack motivation due to their circumstances.

c. Importance of Youth Work

Youth work was deemed essential for fostering integration and empowerment. It provides young people with opportunities to build skills, access resources, and gain confidence to navigate societal challenges.

4. SUPPORT AND INTEGRATION NEEDS OF YOUTH WORKERS



4.2 Analysis of Focus Groups with Youth Workers and Social Workers

d. Elements of Successful Youth Work

Key elements included building trust, employing culturally sensitive approaches, and fostering collaboration between organizations. Participants stressed the need for innovative and adaptable methods to address diverse needs.

e. Tools or Services to Promote Integratio

Participants suggested the development of online platforms for resource sharing, mobile outreach units for rural areas, and partnerships with local businesses to create internship opportunities. They also highlighted the importance of mental health services and peer support networks.

f. Good Practices and Methods

Examples of good practices included mentorship programs, life skills training, and creative arts workshops to encourage self-expression and community engagement. Collaborative initiatives with schools and local authorities were also noted as effective strategies.

4. SUPPORT AND INTEGRATION NEEDS OF YOUTH WORKERS



Table II YOUTH WORKERS IN TUTIN

Table II YOUTH WORKERS IN TUTIN

PRTCPNT	AGE-RANGE	COUNTRY	EDUCATION	POSITION	YEAR OF EXP.
1	20	SERBIA	BACHELOR	YOUTH WORKER/ IN A PUBLIC ORGANIZATION	2
2	23	SERBIA	HIGH SCHOOL	YOUTH WORKER/VOLUNTEER	3
3	21	SERBIA	BACHELOR	YOUTH WORKER/YOUTH ASSOCIATION	3
4	19	SERBIA	HIGH SCHOOL	YOUTH WORKER/VOLUNTEER	6 M.
5	20	SERBIA	BACHELOR/ONG	YOUTH WORKER/YOUTH ASSOCIATION	1
6	22	SERBIA	BACHELOR	YOUTH WORKER/ PUBLIC ORGANIZATION	4
7	19	SERBIA	HIGH SCHOOL	YOUTH WORKER/VOLUNTEER	1
8	23	SERBIA	BACHELOR	YOUTH WORKER	3
9	21	SERBIA	BACHELOR	YOUTH WORKER	2
10	33	SERBIA	MASTER'S DEGREE	YOUTH WORKER/ LEADER	12

4. SUPPORT AND INTEGRATION NEEDS OF YOUTH WORKERS



Table III SOCIAL WORKERS IN SERBIA

Table III SOCIAL WORKERS IN SERBIA

PRTCPNT	AGE-RANGE	COUNTRY	EDUCATION	POSITION	YEAR OF EXP.
1	24	SERBIA	BACHELOR	SOCIAL WORKER	1
2	23	SERBIA	BACHELOR	SOCIAL WORKER	1
3	28	SERBIA	BACHELOR	SOCIAL WORKER	4
4	38	SERBIA	BACHELOR	SOCIAL WORKER	15
5	35	SERBIA	BACHELOR/ONG	SOCIAL WORKER	14

4. SUPPORT AND INTEGRATION NEEDS OF YOUTH WORKERS



Youth Workers

In our focus group in Tutin, youth workers consist of amateur but enthusiastic people in their association. From the information sheet of theirs, we can easily understand that they try to adapt themselves to team-work and a strong communication among themselves. They mostly choose decision-making, patience, respect and leadership in their daily activities in the association. This shows that they go with the right way to train themselves in youth organizations.

One of the participants mention about language-learning which seems reasonable taking into consideration their ages and years of experience in youth works. However, it is a fact that they lack taking any training courses for youth activities. The leader of the organization tries to do his best to involve all participants to take proper training courses in their field, but compared with metropolitan organizations, this endeavor seems to have been delayed for somehow reasons. That's why they all selected the need of training courses for youth activities.

When analyzing the preferences of the courses they need to take, they are mostly about laws, regulations, ways of analyzing the needs of youngsters, basic principles of project cycles. It is an interesting fact that they haven't chosen the need of various types of activities and programs used in youth work, which may show that they have already taken lecture or informative courses before.

In the circular meeting, the participants were eager to talk about international projects with the cooperation of UNDP and EU. After two projects, it is clearly seen that their motivation has a significant difference in their activities. It seems that this enthusiasm obviously has changed their perspective to the youth activities and projects in a favourable way. We must admit that after we have witnessed their willingness to join our circular meeting, we changed our route from Belgrade to Tutin.

4. SUPPORT AND INTEGRATION NEEDS OF YOUTH WORKERS



The participants from Tutin may be not the required qualification as a youth worker literally; however, since the region is located in a disadvantaged area in the south of Serbia, having highly motivated participants background of whom are also socioeconomically lower than other counterparts in the country, we selected them as one of the parts of our focus group.

In the circular meeting, the participants are making a content analysis about which target group they are working with and what kind of problems they face while working with people who have disadvantaged backgrounds. Some participants claim that financial problems are the prominent factor while others suggest accessibility is the most handicapped situation for these group of people. They explain the accessibility as transport, taking proper education, special educational needs for instance, finding the right addresses for their educational needs and social needs as well.

They are very positive for what they are doing for the people they work with. They think that they can make a good touch for these people for their future. During the video-records, the participants try to complete each other to find common-sense solutions for the problems of these group of people who come from disadvantaged backgrounds. It was pleasure for us to see how consensus could be established while talking about a common problem.

The most intriguing proposition of the participants during the session is that when for these group of people are provided with a friendly atmosphere in the associations or relevant NGOs, social inclusion can be quicker and more sustainable. The other interesting suggestion was about to know the characteristics of specific people including youngsters having disadvantaged background.

It is understood that they are limited to reach the current tools and services that will help them to approach the youngsters having disadvantaged backgrounds since they have lack of expert youth workers around them, since the local authorities take less importance to such kind of voluntary activities, since they believe the metropolitan associations and organizations are clearly more supported and guided compared with the ones in rustic locations like Tutin.

4. SUPPORT AND INTEGRATION NEEDS OF YOUTH WORKERS



Social Workers

During the session with social workers, the same protocol was implemented. After the consent forms were signed, information sheet was filled by the participants. Unlike youth workers, social workers seemed more confident in each stage of the process. They had more comprehensive approach with a broad perspective of what is going on in youth activities and how youngsters having disadvantaged backgrounds should be treated.

The participants selected diversified options on the participant information sheet, while youth workers predominantly chose the similar options. One participant underlined the importance of team work, the other emphasized the communication and tolerance of youth workers in their groups/associations.

The participants generally do not need any training courses in their fields; however, they specify the importance of governmental and local supports during the implementation of the project. They underline the lack of administrative support from the ministry and governmental bodies. Especially, when their work has been granted, they fulfill what to do according to the schedule and the goals and steps of the work packages. However, after each level of the project has been completed and they submit the final report, the sustainability is the main issue. For the steps of policy-making, decision making and follow up procedures, they need administrative supports of the authorities. In this stage, the indifference and negligence of the local authorities seem the biggest obstacle in the whole process.

Social workers are in the running system and that's why they see the real dynamics and how they function in the system. They can somehow believe that they could make a difference with their achievements. According to the information sheet, they state this point with such sentences below:

"Since youth policy is still in early stages, we need some time to make the things right." "With the ongoing projects, I believe that we can create awareness for youngsters having disadvantaged backgrounds and promote the projects about them."

For these remarks, we can be sure that there will be favorable improvements in youth works even though time and expertise is required at this point.

5. ANALYSIS



5.1 Types of organisations including in youth work and activities of organisations carrying out youth work?

Young people in Serbia have a positive attitude towards activism as a value but only a minority of young people tend to be personally active (3- 6%), especially in politics[9]. Still, the percentage of activism in sports and hobby organizations is very high- up to 70%. In general, boys tend to be more often member of organizations than girls. They are more numerous and active in political, syndical and especially sports organization. Girls tend to be more numerous and active in cultural and humanitarian organizations and in pupils councils. There is a considerable difference in decision making structures, where boys tend to have more active roles than girls.

Institutions, actors and organizations

- The main public authority at the national level in charge of youth is the Ministry of Youth and Sport, formed in May 2007. The Sector for Youth within this Ministry aim to develop, regulate and improve the youth policy and to conduct implementation of the strategic documents, support the establishment of the local youth offices on a local level, to build capacities of youth NGOs and to support their initiatives and projects and to conduct different analyses and researches regarding young people and international cooperation.

-On a provincial level, public authority in charge of youth is the Provincial Secretariat for Youth and Sport, founded in 2004. In November 2005 Provincial Secretariat adopted in Action Plan Policy for Youth in Vojvodina for period 2005-2009, on which basis Provincial Secretariat has implemented many programs for youth, although the national youth policy did not exist at that time. The second Action Plan Policy for Youth in Vojvodina for the period 2011-2014, was adopted by the end of 2010.

5. ANALYSIS



5.1 Types of organisations including in youth work and activities of organisations carrying out youth work?

- Local self-governments recognized the importance of supporting youth on local community level and have opened Local youth office. Long-term objective of these offices is that every local self-government in Serbia establishes a youth office and becomes a reliable partner and a mechanism for youth policy implementation at local level.
- UN institutions in Serbia have actively been supporting youth employment over the last two decades, coordinating several big-scale projects, such as Youth Employment and Migration as well as YEP. ILO Serbia coordinated some projects. These projects were completed before 2015 and thus are not covered extensively in this review. Yet, it is important to mention that as a result of these projects, models for assisting youth employment have been generated, put into practice and mainstreamed, including the Youth Service Package, analysed above, and the Youth Employment Fund.
- As in table 1, the institutional diagram for youth policy can be seen clearly. Accordingly, the representative institutions are as below:
 - representatives of the MoYS;
 - representatives of other ministries dealing with youth;
 - the AP secretariat responsible for youth;
 - relevant experts in the youth field;
 - representatives of youth associations;
 - representatives of local youth offices (LYOs);
 - representatives of national minorities;
 - young people, who comprise at least one third of the YC.
- The selection of the NGO member of the YC happens via an open call by the MoYS.
- Applications have to be supported by two recommendations

6. NATIONAL LEVEL RECOMMENDATIONS



1. Strengthening Institutional Support

- Increase government funding for youth work programs, especially in rural and underserved areas.
- Develop a centralized framework for youth worker training and certification to ensure standardized quality across regions.

2. Promoting Collaboration

- Foster partnerships between NGOs, local governments, and private sector organizations to expand resources and opportunities for disadvantaged youth.
- Encourage cross-sector collaboration to design integrated support systems for youth workers and young people.

3. Improving Accessibility

- Establish mobile units and digital platforms to reach youth in remote areas.
- Provide transportation subsidies and access to digital tools for disadvantaged youth to participate in programs and services.

4. Enhancing Training Opportunities

- Offer targeted training programs in conflict resolution, digital literacy, and trauma-informed care.
- Support ongoing professional development through workshops, seminars, and international exchange programs.

5. Creating Awareness and Advocacy

- Launch national campaigns to raise awareness about the importance of youth work and the challenges faced by disadvantaged youth.
- Advocate for policies that prioritize the needs of youth workers and young people from marginalized backgrounds.

7. GOOD PRACTICES



Name/Title of Good Practice/project/National, regional or local	YOUTH ENTREPRENEURSHIP, NEET EMPLOYABILITY, AND YOUTH CAREER MANAGEMENT SKILLS IN SERBIA
Year of Good practice	2022
Promoting organisation/institution	Regional Cooperation Council
Analyse the good practice considering cultural, generational or gender issues.	<p>The project is based on the desk analysis covering current position of youth in the Serbian labour market, existing strategic and institutional framework shaping youth employment policies at the national and local level, as well as relevant reports on youth employment in the EU, Western Balkans and Serbia. Situation analysis is followed by empirical research including focus groups with key stakeholders, semi-structured interviews with representatives of the Local Youth Offices and civil society organisations, and questionnaire filled out by the local youth office representatives. The project indicated a room for greater involvement of the civil society organisations which could play more important role, particularly with regard to effective outreach to NEETs as well as developing soft skills of the vulnerable youth. There have been some interventions initiated by the civil society organizations (mostly based on one-stop-shop model concept) that resulted in favourable outcomes reflected in the established links between youth organisations, private sector and local administration, including National Employment Service. Therefore, further efforts with regard to development of the civil sector capacities, particularly in less developed and rural areas, are highly desirable.</p>
What are the main activities delivered during the good practice?	<p>The project structure is organized into six chapters. Within the first chapter, a desk research was conducted on the position and needs of young people in the context of their smooth transition to labour market. This chapter provides brief analysis of the labour market secondary data and position of youth, analysis of the existing institutional framework and policy instruments targeting unemployed/inactive youth, as well as current youth needs with regard to entrepreneurship development. This chapter also includes the analysis of the Youth Guarantee experiences of the EU member states, which could be relevant for the envisaged piloting of the Youth Guarantee intervention in Serbia. The second chapter outlines the applied methodology and describes specific research instruments used within the research. The third chapter provides the assessment of capacities and needs of the local youth offices being also the main youth policy stakeholders at the local level. The presented results include quantitative analysis obtained through questionnaires filled out by local youth office representatives and the results of five semi-structured in-depth interviews conducted with local youth office coordinators. An important factor of success of the Youth Guarantee implementation in Serbia refers to the developed and proactive civil society organisations building bridges between youth and formal institutions. Chapter 4 provides views of the civil society representatives including best practice and experiences related to successful approaches to vulnerable youth. The analysis presented within Chapter 5 provides main conclusions and recommendations extracted from the discussions conducted within three focus groups organized with an aim to provide discussion amongst youth policy stakeholders at both national and local level. Focus group discussions covered three topics relevant for understanding the youth employability issues in Serbia - career management skills, employability and entrepreneurship; employability of NEET population; and local youth institutions. Finally, the last chapter provides main findings and recommendations for the policy makers, with particular focus on the youth policy actors and their collaboration with other stakeholders that will be directly or indirectly engaged in the Youth Guarantee implementation in Serbia.</p>
Main Achievements obtained by the good practice	Results and Contributions by the project can be described as follows; - Strengthening capacities of the local youth offices- Institutional changes at the local level- A positive contribution to Public policy management and data collection- Establishment of the inter-institutional collaboration- Strengthening existing policy measures and introduction of the new ones
References	Council of the European UnionEuropean Centre for the Development of Vocational TrainingEurofundEuropean Commission,European Training Foundation,Foundation Ana and Vlade Divac

7. GOOD PRACTICES



Name/Title of Good Practice/project/National, regional or local	Blockchained Youth Work
Year of Good practice	2023
Promoting organisation/institution	National association of youth workers (NAPOR) Serbia based youth association
Analyse the good practice considering cultural, generational or gender issues.	Blockchain is a system of recording information in a way that makes it difficult or impossible to change, hack, or cheat the system. A blockchain is essentially a digital ledger of transactions that is duplicated and distributed across the entire network of computer systems on the blockchain. Blockchain allows personal data to stay personal to the learner. Literature: Blockchain in Education - Science for Policy report by the Joint Research Centre; Grech & Camilleri (2017.), European Commission More about Blockchain How Blockchain Could Impact Education in 2020 and Beyond
What are the main activities delivered during the good practice?	1) Kick Off Meeting was held from 9th of 11th January 2023. in Novi Sad. Representatives from each partner organization attended the meeting. Meeting was dedicated to fine tune time frame of the project and each of the planned activities and to get common understanding of responsibilities of each organization concerning technical and financial matters and reporting. 2) Analyze key issues in partner countries related to youth work recognition and validation. 3) Development of quality framework based on qualitative and quantitative analysis of educational practices. 4) Second partners meeting was held from 13th of 15th January 2023. in Vienna.
Main Achievements obtained by the good practice	- Analyze key issues in partner countries related to youth work recognition and validation;- Develop quality framework based on qualitative and quantitative analysis of educational practices;- Build 1 blockchain platform;- Include at least 25 organizations in the pilot training certification process, and at least 50 certified trainings on the blockchain platform;- Implement a quality advocacy plan on quality of youth work and sustainable innovative solutions;-
References	- Croatian Youth Network (NMH) - The University of Ljubljana (UL)- Out of the Box International (OTB)- Österreichische Kinder und Jugendtretung verejn (aufZAQ)- The National Youth Council of Slovenia (MSS)

8. ANNEXES

Annex III Participant Information Sheet (to be filled by all the participants in the focus group)

Date: _____

1. Age: _____

2. Gender:
 Female Male

3. Country of origin / nationality: _____

4. What is the age of young people you work with?
 6-11 years 12-15 years 15-18 years 19-24 years old Other, please specify

5. Position:
 Youth worker Social Worker

6. What is the highest level of education you have completed?
 High school Vocational Bachelor's degree
 Master's degree Other, please specify

7. The type of the organization you work in
 NGO Public organization Informal groups
 Other, please specify

8. How long have you been working in this field?

9. Please name 5 activities that you do most in your daily task at work? _____

10. Did you have any training or course related to your field?
 Yes No



11. In your opinion, select all competences that a youth worker and social workers should have?

- Analyzing and solve the problems
- Digital literacy
- Communication
- Ability to express themselves
- Flexibility in thinking
- Teamwork
- Leadership
- Planning of work
- Decision making
- other, please specify

12. Please evaluate the skills and abilities that you need in your work?

- Commitment to young people
- The ability to provide reliable support and tools to young people according to their needs
- Resilience
- Respect
- Patience, tolerance and flexibility
- The ability to treat young people's concerns with understanding
- The ability to establish good relationship with young people
- Having an interest in or ability to attract the volunteers' interest
- other, please specify

13. Are you aware of initiatives and policies in your country addressing these issues?
 Yes No

14. In order to have better professional skills and more effective in your field, do you need to get further training opportunities?
 Yes No

15. If yes, on which field you need training as a youth worker or social worker?

- various types of activities and programs used in youth work current trends in youth work
- laws, regulations and standards on legislation
- basic principles of project cycle phases
- ways of analyzing the needs of youngsters
- biological, psychological and sociological aspects of the development of the development of youth
- other, please specify

8. ANNEXES



Annex IV Focus Group Questions

Focus Group Structure and Key Questions

Moderators start focus group with welcome message and general introduction to the aims of the focus group, and then ask for the participants to introduce themselves by turns briefly.

Questions

1. What is the profile of the target group that you are working with (their social, educational and vocational background)?
2. What kind of obstacles do you face working with your target group?
3. Why do you think youth work is so important to promote integration of youngsters having disadvantaged background?
4. What do you think of the elements that make up successful youth work?
5. What sort of tools or services would help you to promote youngsters with disadvantaged background?
6. Describe, good practices and methods that you are using in youth work?
7. What else do you want to share with the group today?

8. ANNEXES



Annex V Signature List for the Focus Group

KA220 - Fostering Youth work and management in NGO's
Date:_____ Place:_____

NR	Name	Organisation	Position	E-Mail	Signature
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					



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8. ANNEXES



Annex VI Participant Consent Form

Participation in this research is voluntary, you can freely choose if you would like to take part or not.

If you agree to take part in the focus groups all of the answers you give may be recorded but will remain confidential. Project workers who are carrying out the focus groups / interviews will pass on information from the focus groups / interviews to the rest of the project consortium, in order to analyze the data. No-one outside the project team will know your name or what you have answered. If there is any specific question that you do not feel comfortable answering, it is ok not to answer it. If for any reason you are not comfortable with the discussion or do not wish to continue, you can leave the discussion any time.

Consent form

I agree to take part in this research, in the context of the project.

My participation in this focus group is entirely voluntary.

I understand the purpose of the study.

I am aware that I will be recorded during the focus group.

I understand that any confidential information will be seen only by the researchers and will not be revealed to anyone else.

I give my consent to publish photos taken at the Focus Group meeting in meeting reports, in project promotional materials (e.g. flyers, videos, newsletters, project summary), and where applicable online through the project website, the project partner's websites or social media platforms.

I agree that if I withdraw from the study, the data collected up to that point may be used by the researchers for the purposes described in the information sheet, unless I tell the researchers otherwise.

Name of participant :

Signature :

Date and Location :

8. ANNEXES



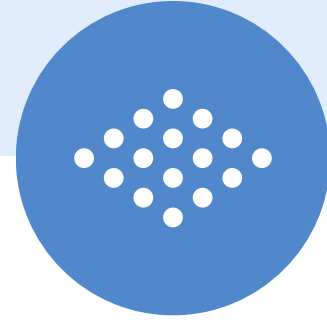
Annex VII National Report Template

1. Introduction
 2. Methodology
 3. Literature Review
 - 3.1. brief provision of Analysis on current situation of young people having disadvantaged background and needs of youth workers working with youngsters with disadvantaged background,
 - 3.2. brief description of Good Practices on youth work aimed at youngsters having disadvantaged background in the country,
 - 3.3. Analysis of the current local and national situation of disadvantaged youngsters.
 - 3.4. Main challenges of youth worker who work with youngsters having disadvantaged background in their daily implementation,
 - 3.5. Current tools and methodology that youth workers and social workers use by working with disadvantaged youngsters to promote their integration
 - 3.6. Suggested tools or services to promote youth workers and social workers working with youngsters having disadvantaged background
 4. Support and Integration needs of youth workers (analysis of Participants List Sheet and focus groups with youth workers and social workers)
 - Analysis of Participants List Sheet
 - a. Participants' characteristics (Age, Gender, Country of origin / nationality)
 - b. Participants' professional background (the highest level of education they have completed, year of experience in their position)
 - c. Information on their position (What is the age of young people they work with, the type of the organization you work, 5 activities that they do most in their daily task at work in, if they have had any training or course related to their field)
 - d. Current competences that a youth worker and social workers and vocational needs
 - e. Good practices and methods that they are using in youth work
 - f. Their awareness on initiatives and policies in your country addressing these issues.
 - g. For better professional skills and more effective in your field, their training needs
 - Analysis of focus groups with youth workers and social workers
 - a. profile of the target group that you are working with (their social, educational and vocational background)?
 - b. obstacles they face working with their target group
 - c. the importance of youth work for better integration of youngsters having disadvantaged background
 - d. the elements that make up successful youth work
 - e. tools or services would help you to promote youngsters with disadvantaged background
 - f. good practices and methods that they are using in youth work
1. National Level Recommendations
 2. References

9. REFERENCES



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