

REPORT

IMPLEMENTATION OF YOUTH PROGRAMME IN SERBIA

NATIONAL MEETING

October 6-9th 2004.
Vrnjacka banja

1. INTRODUCTION

Call for applications and selection

Organizations which already participated in YOUTH Program have been invited to National meeting directly (on account of data base of SALTO-YOUTH SEE Resource Center). Open call for participation was sent out to major e-mail lists (CRNPS, Građanske Inicijative) including over 600 Serbian NGO. The fact that 240 NGO from all over Serbia answered this call certifies the subject of this meeting is considered to be among top priority issues for youth NGO.

Selection of participants had to be made; the group formed included representatives of organizations which previously participated in YOUTH Program and are able to present interesting experience regarding the Program, representatives of organizations interested in taking part in YOUTH Program with adequate capacities, relevant individuals who had been important for implementation of YOUTH Program (as trainers, project leaders, etc.), so far. We did our best to include organizations already experienced in realization of YOUTH Program, as much as possible.

Following people were directly invited to take part in this meeting: Deputy of Minister of Education and Sports, Mr. Milan Brdar (in charge of international cooperation), Ms. Ana Vlajković on behalf of Youth Department of this Ministry and representatives of Regional Department for Sports and Youth of Vojvodina. Mr. Brdar never answered neither our official, written invitation, nor several phone calls. Ms. Ana Vlajković didn't get official approval, which was necessary for her to take part in this meeting on the behalf of Ministry's department. Two representatives of Regional Department for Sports and Youth of Vojvodina participated in the meeting.

Visibility

National meeting for Serbia was covered by national network (RTS) – Radio Beograd 1 (editorial office for youth) broadcasted the news and announcement of the meeting, while Radio Beograd 2 broadcasted the interview with representative of Organizing team. The very course of the meeting was broadcasted directly from Vrnjačka Banja by Radio Beograd 1, during one hour, including participants, organizing team and representative of SALTO-YOUTH SEE Resource Center.

Official report from this meeting will be sent out via e-mail lists to local NGO, representatives of relevant state organs and other interested individuals and organizations (information will be put on web sites of NGO – members of organizing team or sent by e-mail).

2. DATE AND LOCATION OF REALIZATION OF WORKSHOPS

National meeting was held in Vrnjačka Banja from 6th – 9th October 2004. Participants stayed in single rooms in 'Novi Merkur' Hotel. The workshops were realized in the premises of that same hotel (more information on the hotel at http://www.vrnjicspa.co.yu/srp_novi_merkur.htm).

3. AIMS AND OBJECTIVES OF THE WORKSHOPS/MEETINGS






The workshops/meetings followed two aims:

- To explore the needs and to identify obstacles in implementation of YOUTH Program in Serbia;
- To create concrete recommendations for further implementation and improvement of YOUTH Program in Serbia.

Session	Activity	Method used	Objective	Duration
1.	Welcome, Introduction and Who is Who in the Group	Interactive workshop and ice-breaking games	To introduce participants to each other and to create a common space for further activities	2.5 hours
2.	Team building and Who is Where...?	Team building exercises and Individual activity	To create a positive group atmosphere and to explore participants' personal level of understanding and knowing about YOUTH Program	1.5 hours
3.	Presentation of YOUTH Program and SALTO	Presentation	Presenting background and framework of the YOUTH Program and SALTO to participants	1.5 hours
4.	Difficulties and obstacles in implementation of YOUTH Program in Serbia	Interactive workshop and working groups	To identify areas of difficulties and obstacles and to explore them further	2.5 hours
5.	Exchange of good practice examples	Multimedia presentations	To allow participants to learn from experience	1.5 hours
6.	Giving Recommendations	Working groups	To create a list of possible solutions for improvement of implementation	3 hours
7.	Outcomes and Conclusions	Working groups and presentation	Making a list of priorities for further implementation	2 hours
8.	Evaluation	Group Evaluation and Questionnaires	To measure quality of YOUTH Program in Serbia and to evaluate meetings	1.5 hours

3.1 Program of the National meeting “Implementation of YOUTH Program in Serbia- for further steps...”

October 6-9th, 2004. Vrnjačka Banja

06. October	07. October	08. October	09. October
	Breakfast 9.30 -11.00	Breakfast 9.30 -11.00	Breakfast
	TEAM BUILDING INTRO TO YOUTH PERSONAL EXPLORATION OF YOUTH PROGRAM	GIVING RECOMMENDATIONS FOR DEVELOPING OF IMPLEMENTATION OF THE PROGRAM	DEPARTURE OF PARTICIPANTS
	 30'	 30'	
12.00-14.00 ARRIVAL AND RECEPTION OF PARTICIPANTS	11.30 – 13.00 EC UMBRELLA- PRESENTATION OF YOUTH PROGRAM AND SALTO-RC	11.30 – 13.00 PRIORITIES GIVING GENERAL RECOMMENDATION OF PRIORITIES	
14.00 – 16.00 Lunch brake	13.00 – 15.00 Lunch brake	13.00– 15.30 Lunch brake and travel costs refund	
16.00 – 17.00 WELCOME, INTRODUCTION AND GETTING TO KNOW EACH OTHER	15.00 – 16.30 DIFFICULTIES AND OBSTACLES IN IMPLEMENTATION OF THE PROGRAM-Mapping the areas	15.30 –16.30 OUTCOMES AND CONCLUSIONS	
 30' 17.30 – 19.00	 30' 17.00 – 19.00	 30' 17.00 –19.00	
GETTING TO KNOW EACH OTHER	EXPLORATION OF DEFINED AREAS PRESENTATION OF RESULTS OF THE GROUP WORK	“IMAGINE”...”YOUTH” IN FUTURE EVALUATION CLOSING OF THE MEETING	
19.00 Dinner “Movie night ”- presentation of participants’ projects	19.00 Dinner Evening session- exchange of experience	19.00 Dinner “Pool of YOUTHS” farewell party	

Session 1. Welcome, Introduction and Who is Who in the Group

Block 1. Introduction and opening of the meeting

Objectives	<ul style="list-style-type: none">⇒ Introducing general and overall aims and objectives of the meeting;⇒ Presenting the team in charge of organizing entire event, participants and respective organizations.⇒ Establishing a group-working agreement.
Time frame	30 minutes
Materials	Flip chart papers, name tags
Description of the activities	The organizing team has opened the meeting by presenting members, aims and background of the meeting. Participants introduced themselves and their organizations with little relevant information. Training team proposed a set of rules for the work and the group agreed on them.

Block 2. Getting to know each other

In this block we performed two exercises which had the common goal of facilitating the process of knowing each other's names, organizations and some other personal information. We also used this exercise as ice-breaking game for creating a familiar and relaxed atmosphere.

Activity:	Map
Objectives	⇒ To enable participants to introduce their organizations.
Time frame	1 hour
Materials	Flip chart paper, hand made "postcards", tape, markers and pens
Description of the exercise	Participants made postcards of their organizations (Greetings from...) with the intention to present them as a place worth visiting and taped postcards at map of Serbia – on exact location of their town.

Activity	Question game
Objectives	<ul style="list-style-type: none">⇒ To find out more personal information about each other⇒ To have fun
Time frame	1 hour
Materials	Pens, A4 paper, box
Description of the exercise	Participants are asked to come up with 2 questions as much creative and witty as possible. In the first phase they are supposed to ask these 2 questions to as many other participants as possible, and to write down the name of the person asked and his/her answers. In the second phase participants take out names from the box and they are supposed to get from others as many data about person whose name is on their paper as possible. At the end every participant was asked to briefly present person he/she was gathering information about.
Comment:	Some of the questions asked were: Is it possible to have only black and white? What was the beginning of everything? In which color we should dye trainer's hair?

Session 2. Team building and Who is Where...?

Block 1. Team building

Objectives	<ul style="list-style-type: none">⇒ To work together actively as a group and solve a task together⇒ To gain first general information on experience of participating in the YOUTH program
Time frame	Cca.15 minutes
Materials	tape
Description of the exercise	This is a non verbal exercise. Participants are in the middle of lines which are representing very narrow coast. They should line themselves according to three given criteria: their height, the first letter of their name and the time when they first heard about the YOUTH program. Additional question after the last positioning was about the source of information.
Comments	With this exercise we aimed to “enter” the topic of the meeting in creative way. Also, this exercise showed the great diversity of participants’ experience and how much they know about the program.

Objectives	<ul style="list-style-type: none">⇒ To work together actively as a group and solve a task together⇒ To have fun and create a positive working atmosphere
Time frame	15 minutes
Materials	Chairs, coin and a ball
Description of the exercise	<p>Two teams competed in a nonverbal race. Participants are sitting in two parallel lines. Everyone is supposed to place hands on shoulders of the person in front of him/her. A trainer is throwing the coin which only last participants in the row can see and they are sending message by squeezing the shoulders of the person sitting in front. In the same way message is sent further through the row and the first person in the line should react (take/doesn't take the ball from the chair in front of him/her)...</p> <p>Head of the coin/ one squeeze/ message means first in the row should take the ball</p> <p>Tale of the coin/ two squeezes/ message means first in the row shouldn't take the ball.</p> <p>The point is to pass the message correctly and participant who is first in the row should react quicker than that of the other team. The wining team is one in which every member was in the position of first in the row who takes/doesn't take the ball.</p>

Block 2. Individual positioning (YOUTH associations; “A small personal research”...)

Objectives	<ul style="list-style-type: none"> ⇒ To provide enough space for participants' personal positioning regarding YOUTH Program; ⇒ To stimulate participants to identify key words which are a kind of association to YOUTH Program; ⇒ To perform an introduction to actual presentation of YOUTH Program and SALTO RC.
Time frame	45 minutes
Materials	Previously prepared schemes on A3 papers
Description of the exercise	This exercise is designed as a “journey” through structure consisted of associations related with YOUTH Program – This is an individual non verbal exercise.
Comments	<p>Overall objective is to lead the participants through introspective process in order to determine their position related to YOUTH Program and to be prepared within that position to receive information and details regarding YOUTH Program and SALTO RC.</p> <p>Participants decided to put their papers on the floor and thus to provide insight into their individual process to others. An additional benefit was achieved in that way, since participants had insight into each other's experience and very personal overview of the Programa. It was also good way to recognize the resources of the group and to establish some individual position towards others.</p>

Session 3. Presentation of YOUTH Program and SALTO

Objectives	⇒ Presenting the background and framework of the YOUTH Program and SALTO to participants
Time frame	3 hours
Materials	Lap top, projector, flip chart paper
Description of the exercise	Participants are introduced with essentials of YOUTH Programa, its aims and previous results, as well as future plans of EC region of West Balkans. The SALTO Resource Center was also presented within this session, along with its aims and previous and upcoming activities.
Comments	Second part of the workshop was free exchange of information. Questions were welcome. The time planned for this activity was only 45 minutes, but due to great number of questions it had to be prolonged to 3 hours. Participants were particularly interested in details of process of getting information, especially from SALTO Resource Center perspective. They were also very interested in plans of EC for West Balkans, regarding improvement of quality of YOUTH Program implementation and its extent.

Session 4. Difficulties and obstacles in implementation of YOUTH Program in Serbia

Block 1. Mapping the areas of difficulties and obstacles in implementation of YOUTH Program in Serbia

Activities	Domino game and forming the working Groups
Objectives	<p>⇒ To express first association about difficulties in the process of implementation of the Program</p> <p>⇒ To define main areas of obstacles in implementation of the Program</p> <p>⇒ To form the Working groups for further exploration of defined areas</p>
Time frame	1,5 hour
Materials	Hand made Domino papers, pens, flipchart paper
Description of the activities	<p>1st phase: Each participant write down two obstacles on a hand-made "domino paper" (paper divided to 2 halves)</p> <p>2nd phase: Everyone is supposed to put down her/his Dominos close to other participants' Dominos of similar type.</p> <p>3rd phase: Participants were asked to tell explain why they had put their papers in particular group of Dominos.</p> <p>4th phase: Defining the areas of obstacles taking into consideration groups of similar Dominos from previous activity</p>
Outcomes	<p>Content of some Dominos:</p> <ul style="list-style-type: none"> • lack of information/ it is usually hard to establish good coordination between 4 partners (Action 1 and 5) • no possibility for direct access to funds and decision centers • low motivation of organizations from SEE, as a result of impossibility to apply directly/ there is no National Agency • low interest of majority of youth population – those who are not NGO activists/ young people inadequately informed about the Program • finding the partner for program realization / lack of official bodies in charge of youth • breaking of financial deadlines / slow procedures of application process • wider public insufficiently informed and even organizations and institutions engaged in youth work / lack of political will to solve youth issues • lack of possibility to apply directly / poor international experience of local youth NGO • inappropriate presentation of the Program / stereotypes and prejudices towards other cultures • communication / credibility of the partner • lack of complete data base on national level • finding partner organization / complicated and long procedure • negative attitude of NGO towards implementation of YOUTH Program, as a result of belief that the Program implementation is too <i>complicated</i> / insufficient knowledge of program features

	<p>5 areas/topics for small groups were identified:</p> <ol style="list-style-type: none"> 1.INSUFFICIENT CAPACITIES OF LOCAL NGO FOR IMPLEMENTATION OF YOUTH PROGRAM 2.COMPLICATED PROCEDURES 3.INVISIBILITY OF THE PROGRAM 4.LACK OF LOCAL STRUCTURE AND INCLUSIVE DATA BASE 5.RELEVANCE OF EXISTING PROGRAM FIELDS
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Block 2. Discussions in Working groups

Activity:	Working groups in action
Objectives	⇒ To explore further identified areas of obstacles
Time frame	1,5 hour
Materials	Flip chart paper, tape, markers and pens
Description of the exercise	<p>1st phase: participants chose one of the proposed topics / areas and explore it further (they are supposed to list all experienced or hypothetical problems they can think of); as a result, 5 working groups were formed</p> <p>2nd phase: open discussions, exchange of experience and listing problems and obstacles</p> <p>3. presentation in plenum of each group's results</p>
Outcomes	<p>Results presented:</p> <p><u>Group 1.</u> INSUFFICIENT CAPACITIES OF LOCAL NGO FOR IMPLEMENTATION OF YOUTH PROGRAM Average local youth NGO does not have resources necessary for implementation of Actions (technical capacities, e.g. computers, communication infrastructure and consequently there's a problem of incomplete information; funds; human resources, first of all knowledge, information, skills and experience in managing of international projects). Another great problem is the fact that youth NGO usually don't have long term plans of their activities, while (due to slow procedures) it is often required to know organization's actual engagement even for future 18 months. Finally, youth organizations don't realize motivation programs for youngsters often, so as a result, the YOUTH Program includes only is youngsters being engaged in NGOs and not wider population.</p> <p><u>Group 2.</u> COMPLICATED PROCEDURES</p> <ul style="list-style-type: none"> • Impossibility of direct applying • Difficulties in finding of reliable partner (not enough contact-making seminars, small number of participants from Serbia at international events / trainings, seminars, conferences, etc; lack of defined standards / criteria for creation of data base of potential partner organizations and consequently insufficient reliability of that process) • Long waiting for answer to application, without any feedback

- Funds from national agencies are usually late, so the financial support of local organizations is necessary
- There are some unclear points of budget items (not clear enough)
- Co-financing is “too expensive” for young people in Serbia

Group 3.

INVISIBILITY OF THE PROGRAM

- Small group of people is informed about the program
- Program is inadequately presented in Serbia by EC and Resource Center
- Experience of organizations – participants of the Program is not presented to other organizations and several organizations are repeatedly taking part in international events
- There is no promotion strategy and the Program doesn't have the Brand
- Contact with Resource Center is not satisfactory without local source of information
- It is not precisely defined who should be the target group of promotional activities (organizations or youth/beneficiaries)
- Due to poor promotion organizations have to rely on their own sources of information (which are, of course, limited)
- There is no presentation of the Program on regional level
- Should we search for information or information should reach us?

Group 4.

LACK OF LOCAL STRUCTURE AND DATA BASE

- There is no structure capable of coordinated promotion, distribution, spreading information about program activities, provide help and support, mediation in phase of project planning and applying, educate (trainings, seminars) NGO, potential participants of the Program
- There is no local data base of reliable partners in country and abroad; there is no organization or individual capable of providing help in the process of finding the partner
- There are no state institutions capable of providing help for realization of the projects (process of getting visas, covering of travel expenses)

Group 5

RELEVANCE OF EXISTING PROGRAM FIELDS

- participation in available actions is expensive for our NGOs
- there are considerable inaccuracies in formulations / descriptions of Actions and it is often difficult to understand them
- there is no obligation for volunteers to transfer acquired knowledge and experience
- evaluations are not done properly
- only a part of relevant material is translated to local languages
- participation in Action is not possible

Session 5. Exchange of good practices

Evening session

Activity	Multimedia presentation of Actions in live
Objectives	⇒ To allow participants to exchange experience from taking part in Action 1,2 and 5
Time frame	1,5 hour
Materials	Video beam
Description of the exercise	All representatives of NGOs who took part in some of the Actions were invited to exchange their experience with other participants. The presentations were of multimedia type.
Comment:	This activity was planned in the morning block but we didn't have time for it so we moved it to the evening hours.

Session 6. Giving Recommendations

Activity	Interactive workshop and working groups
Objectives	⇒ To create a list of possible solutions for improvement of implementation
Time frame	1,5 hour
Materials	Flip chart papers,
Description of the exercise	<p>In work-groups organized previous day, participants start the discussion in order to define some (realistic) suggestions and recommendations for improvement of implementation of the Program in Serbia. List of recommendations has to include needs and also potential actors (organizations) capable of supporting realization of those recommendations. The name of this exercise is "Letter to Brussels" – it was idea of trainers team to motivate participants to address actual person / institution in charge of YOUTH Program.</p> <p>During second part of the workshop participants were reading letters they wrote, explained necessary details and person from trainers team was writing down common proposals to flip chart and they were read on the plenum later on.</p> <p>At the end of the workshop common proposals were broken down by priority into several categories.</p>
Comment:	<p>Several quotes from 'letters' follow:</p> <p><i>"...Youth in Serbia are population perfectly described as "young people with fewer opportunities". It would be of great significance for youth initiatives to provide easier access to benefits of YOUTH Program of EC...</i></p> <p><i>...One of the most serious obstacles for participation of youth from Serbia in EC programs is underestimating attitude which is obvious in humiliating procedures of getting visas. It is a 'problem' on technical level causing loss of belief in worth and significance of democratic values you represent.</i></p> <p><i>...We believe that it would be more efficient if youth NGOs from Serbia would have access to some activities of Action 3 – first of all we meant part considering solving problems on municipal level..."</i></p>

“...After analyses of situation we came to conclusion that Program is not visible enough and we believe that Action 5 should become priority in order to provide quality and detailed presentation of YOUTH Program. We also realized that work on local level has to be improved and some info points should be set. The network of youth organizations engaged in these issues should be strengthen...”

“...Our idea is forming of informal group of people as a resource center. The group would include representatives of various organizations willing to work on development of YOUTH Program in our country. They should have some experience in this field...”

*“...It is necessary that EC countries inform their embassies in SEE about the YOUTH Program, so the procedure of getting visas would be easier. Contact-making seminars have to be organized more often by SALTO and local partners and foreign national agencies in our country and entire region ...
Info phone for help and support ...”*

List of possible solutions:

- Possibility of direct submitting of applications
- More seminars (contact making...)
- Process of selection of applications divided in phases with possibility of feedback
- 100% covered expenses (especially for A1)
- EC countries inform their embassies about the Program
- Info phone for assistance in process of applying
- Data base of organizations in the country (new ones with recommendation) and data base of foreign organizations, necessary for mutual finding of reliable partner
- information should be distributed more directly, via media, tribunes, public presentations
- setting info points for distribution
- more seminars for support of less developed organizations; issues of information distribution, program realization, transfer of knowledge and experience (tricks and tips) should be included
- priority for A5 from Serbia and Montenegro (for better presentation of the program)
- network of organizations which would be engaged in the Program
- info person in local organizations (financially supported) in charge of questions strictly related with Program
- translating info material into local languages
- forming of mini resource center (different organizations take over different responsibilities – co-donation of EC delegation)
- establishing the Agency for youth, as national partner organization (Executive Council of Vojvodina Province, with offices in Belgrade, Novi Pazar, Nis)
- Provide an access for Serbian youth NGOs to A3 (solving of problems on municipal level)

	<p>Since there were several similar issues, we merged some of them and the final list is:</p> <ol style="list-style-type: none"> 1) Info points / Info persons / National partner organization / Mini resource centers 2) Direct submitting of applications / A5 / A3 3) Informing EC embassies 4) Seminars 5) Translating / Distribution 6) Data base(es)
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Session 7. Outcomes and Conclusions

Objectives	⇒ To make a list of priorities for further implementation
Time frame	2 hours
Materials	Flip chart papers
Description of the activities	<p>Participants are split up in two groups. Each group has the same assignment: they are supposed to make priority list of potential solutions defined during previous session and to state solutions as precisely as possible – including names of interested organizations. The presentation on plenum followed</p>
Comment	<p>Groups made concrete suggestions and recommendations:</p> <p><u>Group 1</u> presented possible work fields regarding improvement of implementation of YOUTH Program in Serbia:</p> <ul style="list-style-type: none"> -Designing the web site -Trainings / seminars -Consulting / Counseling -Organization / Premises for trainings -Distribution of information -Lobbying -Directory -Financial support <p><u>Group 2</u> created possible info points in Serbia and placed them in 9 towns: Beograd, Novi Sad, Nis, Novi Pazar, Krusevac, Kraljevo, Sabac, Uzice, Knjazevac (or Zajecar). This group has also discussed potential assignments of organizations / individuals in charge of YOUTH Program.</p> <p>For further information see 'RECOMMENDATIONS'.</p>

Session 8. Evaluation

Block 1. Group Evaluation

Objectives	<ul style="list-style-type: none">⇒ Evaluation of usefulness of meeting as well as very implementation of YOUTH Programa in Serbia and Montenegro;⇒ Final chance for participants to state their mind about some topics that had been discussed during entire meeting.
Time frame	20 minutes
Materials	-
Description of the exercise	Ten questions / statements were prepared for group evaluation – possible answers were only YES or NO. Participants were asked to choose the answer the question/statement had been read and to (physically) take side in the work room – to stay on conductor's left if their attitude is affirmative and on conductor's right if it's negative. After taking positions, one participant from each group was asked to explain his/her reasons for choosing that particular side.
Comments	<p>The group evaluation was consisted of following questions/statements:</p> <ol style="list-style-type: none">1. Do you like energizers we prepared for you? YES: 17 (77,27%), NO: 05 (22,73%)2. Do you feel that suggestions from this meeting can actually change something in future implementation of YOUTH Program? YES: 21 (95,45%), NO: 01 (4,55%) <i>The participant whose answer was 'no' said that his attitude is a result of bad experience with meetings of this kind.</i>3. Do you believe that YOUTH Program can influence forming of youth policy in Serbia? YES: 08 (36,36%), NO: 14 (63,84%)4. Establishing of National Agency in Serbia would change attitude of youngsters towards YOUTH Program. YES: 15 (68,18%), NO: 07 (31,82%)5. For succesful implementation of Action1 (youth exchange), local authorities would have to finance the rest of expenses (30%). YES: 06 (27,27%), NO: 16 (72,73%)6. Is your organization capable of implementation / promotion of YOUTH Program in Serbia? YES: 21 (95,45%), NO: 01 (4,55%) <i>The only participant whose answer was negative stated that her organization (AEGEE) has no actual strategic interest in such action.</i>7. Meetings of this kind should be regular practice in future. YES: 15 (68,18%), NO: 07 (31,82%) <i>Comment of one participanta: "I expect YOUTH Program to be</i>

	<p><i>highly developed in Serbia in six months, so there will be no need for meetings of this kind"</i></p> <p>8. YOUTH Program in Serbia is more useful on local than on national level. YES: 11 (50%), NO: 11 (50%)</p> <p>9. SALTO web-site offers all desired information about YOUTH Programu. YES: 0 (0%), NO: 22 (100%)</p> <p>10. Word "youth" has been said over 247 times during this meeting. DA: 16 (72,73%), NE: (27,27%)</p>
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Block 2. Group Evaluation

Objectives	⇒ Evaluation of entire course of the meeting, satisfaction with its organization and the way it was conducted. Space for comments on any aspect of the meeting.
Time frame	30 minutes
Materials	Evaluation questionnaires
Description of the exercise	At the end of the meeting, participants were given evaluation questionnaires – majority of questions included offered answers, but there were also some open ended questions. Participants were asked evaluate the meeting by fulfilling the questionnaires individually in 30 minutes.
Comments	<p>In the first part of the questionnaire participants were supposed to evaluate their satisfaction with aspects of the conference (there were 7 aspects) by choosing a number on 1-5 scale (1 – 'my satisfaction is low' / 5 – 'my satisfaction is complete). Here are the results:</p> <ol style="list-style-type: none"> 1. Selection of the topics and concept of entire meeting – 4.13; 2. Way and methods of work – 3.92; 3. Conducting of conference by trainers team – 4.29; 4. Organization and logistics – 4.58; 5. Active participation of participants and their contribution to conference – 4.09; 6. Outcomes of work within Work Groups – 3.92; 7. Accomplishment of general aims of the conference – 3.75. <p>Second part of the questionnaire was consisted of 4 questions; participants were supposed to offer their comments, recommendations, conclusion, etc.</p> <ol style="list-style-type: none"> 1. The most important question you brought here today is... <ul style="list-style-type: none"> • What is the basic idea of program YOUTH, what are its activities and which organizations have realized the Program, so far? • What interest exists for participation in YOUTH program and what are possible ways of cooperation with other youth

	<p>organizations in Serbia?</p> <ul style="list-style-type: none"> • What is the position of my organization within YOUTH program and what are potential ways of participation in further implementation of the Program, for my organization? <p>2. In your opinion, the greatest benefit from meeting of this kind is...</p> <ul style="list-style-type: none"> • Information and experience exchange considering projects within YOUTH program, realized in Serbia • Mutual introducing of participants as excellent basis for development of partnership and new ideas • Possibilities of giving the feedback to EC and SALTO about ways of improving/adjusting of YOUTH program to local conditions • Personal motivation for dissemination of information about YOUTH program. <p>3. Dilemma or doubt that remains unsolved...</p> <ul style="list-style-type: none"> • If EC and SALTO will be more open for our needs in future and consider our recommendations • If youth organizations will take actual steps after the meeting and if so, what will they be (considering discussed topics) • If there will be any actual results • What next? • Blurry image of future national structure of organizations which will coordinate implementation of YOUTH program in Serbia. • Will there be a follow-up • If the practice will be so magnificent, as we believed? <p>4. The most important experience you will share with your organization colleagues is...</p> <ul style="list-style-type: none"> • Information about participation in YOUTH program • Experience of other organizations which participated in YOUTH program • Lists of needs for improvement of YOUTH program • Contacts • Perspectives provided by participation in YOUTH program • The fact that actually there are some people who are knowledgeable, competent and eager to work.
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4. OUTCOMES & FOLLOW-UP

Insufficient resources/capacities of local NGOs for implementation of the Program

First group relied on basic capacities of local organizations, being focused on inner lack of infrastructure, skills and knowledge needed for applying and managing of projects within the Program. All these factors seriously influence quality and quantity of applications and motivation for participation in YOUTH program. This group also considered the problem of information deficiency at institutions within very Program, first of all the embassies of EU countries, as well as institutions of Republic of Serbia (e.g. police offices in charge of residence documents). One of relevant conclusions was that all these circumstances stated above prevent youth NGOs in Serbia from considering YOUTH Program to be adequate resource for their program activities.

Complicated procedures

The group in charge of this issue emphasized *impossibility of direct application*, especially when Serbian YOUTH NGOs initiate and develop projects or in case of realization of project activities in Serbia, while only partner organizations from program countries have direct access to EC structures. Besides, it's not easy to find *reliable partners* due to lack of quality data base. *Long deadlines for answering* the application and *funds for granted projects often being late* are additional problems, making performance of activities considerably harder, no matter if the project is co-financed within A1 and A5 or the expenses are covered independently before financial support is realized.

Insufficient visibility

Analyses of this problem showed several causes; inadequate promotion of the Program by EC and Resource Center; no appropriate development strategy and satisfactory promotion of the Program, while the perspectives offered by the Program are not seriously considered by local organizations; majority of material is in English and not really user-friendly; even structures which are supporting YOUTH programs, such as SALTO, are not satisfactory and adequate source of information. Information about the Program reach YNGOs from local/smaller communities slowly and not in full extent. Therefore, there is need to provide necessary information about the Program, tips and support, through local/national resources (individuals, organizations, networks, consortiums, etc.)

Lack of state structure responsible for realization of YOUTH programs

The group came to the conclusion that main reasons for difficult program implementation in Serbia are lack of coordination between existing structures and local and, as a result, inadequate information, promotion, shortage of capacity building trainings etc. All these aspect are part of one wider problem – deficiency of local structures, which would be efficient link between YOUTH program structures and Serbian NGOs (thanks to direct availability of information and coverage of smaller areas.

Relevance of program themes

In search for potential difficulties of wider implementation of the Program, the issue of relevance of treated topics emerged. Actions available to Serbian organizations mostly contribute to development of individuals – direct beneficiaries of the Program – and not to YNGOs, performing implementation of these activities. Considering challenges local organizations and their communities have to face, projects from A3 would be

exceptionally useful for youth and YNGOs at this moment – far more useful than some other Actions.

5. RECOMMENDATIONS

On the basis of two-day work process and discussion on all features relevant for implementation process of program YOUTH in Serbia, following priorities for period 2005./06. have been identified:

1. Establishing info points / mini resource centers / info persons / national partner organizations
2. Possibility of direct applying (not via NA EU countries) and treating A5 information programs from Serbia as priority
3. Providing greater mobility for Serbian youth by means of informing embassies of EU countries with this matter (by their governments or EC organs in charge), in order to ease complicated visa procedure.
4. Education of YNGO representatives with the idea to increase motivation and achieve competent realization of projects within YOUTH program)
5. Translating all necessary material (promotional material, Users' guide, etc.) to local language and adequate distribution of information
6. Structuring the data base with information about local NGOs, as well as foreign organizations capable of competent realization of Actions

All participants agreed that forming of resource points is top priority for Serbia and appropriate way to meet existing needs of YOUTH program in this country. Developing this idea further, participants shaped up similar suggestions, even though they worked independently in several groups:

- several points of this kind should be established, in order to increase availability of information and to provide better understanding of needs of local organizations and youth
- a number of organizations (preferably, from all over the country) should be included in the process of promoting the Program. Monopoly attitude of any organization or individual (typical for Serbia) should be avoided by all means.

One issue remained open – if all established resource points should provide overall support (information, training, consulting, etc.) or each should be specialized in one type of activity.

7. LIST OF PARTICIPANTS:

National meeting – "...for further steps" October 6 – 9th 2004 Vrnjaska banja, Serbia and Montenegro				
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