

Youth Partnership

Partnership between the European Commission
and the Council of Europe in the field of Youth



CONTRIBUTION OF NON-PROGRAMME COUNTRIES TO EU YOUTH WIKI CHAPTER 10: BOSNIA AND HERZEGOVINA YOUTH WORK

Jasmin Jasarevic, EKCYP

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10.1 General context

Historical developments

Working with young people in Bosnia and Herzegovina is not a new phenomenon. During the existence of Yugoslavia, there were various youth organisations, such as Pioneers, Scouts, the League of Communist Youth of Yugoslavia and others. The main purpose of the above-mentioned organisations was to promote Yugoslav patriotism, volunteerism, brotherhood and unity, collective action and uniformity, which were the basic values promoted by political structures.

After the fall of socialism and the war in Bosnia and Herzegovina (1992-1995), it was necessary to start rebuilding the infrastructure, the economy, various institutions, and also interethnic relations in Bosnia and Herzegovina. During the war in Bosnia and Herzegovina, ethnically homogeneous territories were created, and there was almost no communication between people of different ethnicities in Bosnia and Herzegovina. Realising this, progressive young people, with the help of the international community in the form of funds and various types of training, after the war decided to organise and contribute to the re-establishment of inter-ethnic ties damaged by the war. In this way, formal and informal youth groups take on the role of peacekeepers, and contribute to the reconciliation process in Bosnia and Herzegovina making youth work a peacebuilding process too, amongst others.

After the war (1992-1995), it was necessary to reconstruct the infrastructure, institutions, economy and everything else necessary for the functioning of the state. Recognising this, young people in the late 1990s began various forms of self-organisation, trying to respond to the needs of their peers in their communities, and thus contribute to both development of their communities and improvement of the status of the youth in them. The need for youth participation in the development of local communities and Bosnia and Herzegovina as a whole is recognised by the international community, which – through donor funds and organising various trainings for youth workers – helps develop organised youth work according to the “Western” model, but respecting the needs of young people in Bosnia and Herzegovina.

Activities in which young people could get involved at that time covered various areas of interest to them, from music, theatre, travel, ecology, culture, sports to various seminars, and trainings needed by young people to become agents of change in their communities. Through these activities, youth workers tried to influence the value system of young people, and help them overcome any prejudices they had.

The political elites of the time saw youth as a problem, not as a resource. There was high unemployment among young people, the memories of war have not disappeared yet, and there is a noticeable tendency for young people to turn to ethnonationalism and other destructive behaviours.

Youth organisations in Bosnia and Herzegovina at that time dealt with a wide range of topics, such as peace building, social justice, human rights, social inclusion of young people and more. However, they have one goal in common, and that is to improve the status of young people in Bosnian society. They are no longer under the direct influence of the state apparatus, but act at their own discretion, and try to recognise and respond to the needs of young people in the communities where they operate.

It is not possible to find out the number of organisations dealing with youth work in Bosnia and Herzegovina at that time, nor the exact number of youth workers who engaged in this profession on a daily basis as volunteers or are employees of youth organisations. This is partly due to the fact that there

is no generally accepted definition of youth work and youth worker in the country, while the competence framework for validation is also lacking.

Some of the most noticeable organisations that pioneered youth work at that time were the PRONI Centre for youth development, Helsinki Citizens Assembly, and the South-East European Youth Network. During the first half of 2000, the number of youth organisations in Bosnia and Herzegovina grew, for example the Institute for Youth Development KULT, IPAK – Youth Build the Future, the Centre for Peacebuilding, Perpetuum Mobile, Youth Information Agency, etc. were founded.

All these organisations are dedicated to youth work, and through non-formal education they work on issues of peace building, social inclusion of young people, personal development of young people, and using young people as a resource in their work on the development of local communities and Bosnia and Herzegovina as a whole.

In more recent times, youth work also gains the dimension of wide response to many issues that youth from Bosnia and Herzegovina is dealing with, from unemployment and migration to violent extremism and radicalism, applying non-formal education models used in youth work to a range of issues and helping young people.

National definition or understanding of youth work

Youth work in Bosnia and Herzegovina, at the national level, has not been defined.

At the regional (the entities and the Brcko District of Bosnia and Herzegovina) level, youth work or working with youth is defined differently at each level.

In the Federation [of Bosnia and Herzegovina Law on youth](#), Article 4 – Definitions it is stated that: “Working with youth means planned, purposeful and conscious youth support through youth voluntary participation.”

The Republika Srpska [Law on youth organisations](#), Article 2, defines youth work as follows: “Youth work represents the part of youth activities organised with and for youth, which takes place within the free time of young people and is performed in order to improve conditions for personal and social development of young people and the general social benefits in accordance with their needs, opportunities, and with their voluntary participation.”

The Brcko District of Bosnia and Herzegovina [Law on youth](#), Article 2, defines youth work as follows: “‘Youth work’ refers to forms of socially useful work in the field of interest of youth in which they are involved and which contributes to the improvement of the position of young people.” It is important to mention that this law in the same article defines ‘youth worker’ by stating that: “‘Youth worker’ is a person who works with young people in non-formal and formal content, focusing on personal and social development through one-on-ones and group work.” This is the only formal definition of youth worker in Bosnia and Herzegovina.

10.2 Administration and governance of youth work

Governance

Bosnia and Herzegovina is a state constituted by two entities: Republika Srpska and the Federation of Bosnia and Herzegovina. There is also the self-governing District of Brcko.

National youth work governance does not yet exist in Bosnia and Herzegovina due to its constitutional structure and because certain jurisdictions (like youth) are tied by the constitution to a certain level of government.

Youth issues at national level are under the jurisdiction of the [Commission for Co-ordination of Youth Issues in Bosnia and Herzegovina](#) and the newly established [Section for youth and mobility](#) at the [Bosnia and Herzegovina Ministry of Civil Affairs](#).

Most of the constitutional competencies regarding youth issues are at the level of the governments of the entities: Republika Srpska and the Federation of Bosnia and Herzegovina.

The competencies at the entity level in the field of youth are within the following ministries: [Ministry of Family, Youth and Sports of Republika Srpska](#) and the [Federation of Bosnia and Herzegovina Ministry of Culture and Sports](#). The Brcko District of Bosnia and Herzegovina government has a [Department for Professional and Administrative Affairs](#), which also has jurisdiction over youth issues.

Cross-sectoral co-operation

The [Youth Council](#) of the Republika Srpska was established by the Government of the Republika Srpska following the proposal of the ministry, with the mission to give their opinions on professional issues in the field of youth policy and its implementation. Council members are the Minister of Family, Youth and Sports, the [Minister of Education and Culture](#), the [Minister of Health and Social Welfare](#), the [Ministry of Labour, War Veterans and Disabled Persons' Protection](#), the [Minister of Finance](#), a representative of the working body which deals with youth issues of the National Assembly of the Republika Srpska and three representatives of the Youth Council of the Republika Srpska.

The document [Youth Policy of the Republika Srpska 2016-2020](#) explained the multi-sectoral approach in the part relating to the implementation of the document with defined actors for each measure, which will be further developed through the projects in the Action Plan implementing the youth policy.

Most of the measures, programmes, projects and activities defined by the document will be implemented within all institutions, organisations, departments and services involved. The Ministry of Family, Youth and Sports is the main co-ordinator for planning, implementation and monitoring. In addition, a cross-sectoral team will be established in order to develop and implement an action plan for the implementation of Youth Policy and make sure that:

- the document is project-driven, and the activities and work relating to its implementation will be co-ordinated;
- analytical, managerial and communication capacities are provided, in order to successfully work on achieving the set goals;
- planning and reporting are co-ordinated;

- support is given to the constructive involvement of stakeholders (youth organisations, civil society organisations, the business sector, international organisations, representatives of the professional community in these areas and other key stakeholders) during the preparation and implementation of the action plan;
- efficient operation of the implementation through centralised co-ordination and support is ensured which includes the development of programmes, reports, analysis, and organising meetings.

The preparation of the annual action plan for the implementation of youth policy in Republika Srpska is done in co-operation with all stakeholders and partners involved in measures set out in the Youth Policy. Support for this process is provided by [USAID](#), which supported the ministry in drafting the Monitoring and Evaluation plan for Youth Policy. In May 2016, monitoring and evaluation training was organised for the representatives of institutions and civil society organisations involved in the implementation.

The [Government of the Federation of Bosnia and Herzegovina](#) is currently in the process of developing the first strategic document for young people in the Federation of Bosnia and Herzegovina. The process of developing a Youth Strategy is co-ordinated by the Federal Ministry of Culture and Sport.

Beside this initiative there is an [initiative](#) of the Federation Bosnia and Herzegovina Youth Council to form a youth council that would have similar responsibilities as the Youth Council of Republika Srpska.

10.3 Support for youth work

Policy/legal framework

Bosnia and Herzegovina does not have a national youth law that would define youth work.

The [Law on Youth Organisation of the Republika Srpska](#) (Zakon o omladinskom organizovanju Republike Srpske), the [Youth Law of the Federation of Bosnia and Herzegovina](#) (Zakon o mladima Federacije Bosne i Hercegovine) and [the Law on youth](#) of the Brcko District of Bosnia and Herzegovina (Zakon o mladima Brcko distrikta BiH) defines the youth work framework in Bosnia and Herzegovina.

The [Law on Youth Organisation of the Republika Srpska](#) has had two revisions/updates. The first revision/update was in [2008](#) and second was in [2011](#).

The Youth Law of the Federation of Bosnia and Herzegovina and the Brcko District of Bosnia and Herzegovina has not undergone any revision/update.

Funding

At national level, the Ministry of Civil Affairs administers the budget allocated to administrative and staff costs for the ministry and for the Commission for Co-ordination of Youth Issues in Bosnia and Herzegovina. This part of the budget cannot be separated from the total operational allocations.

Youth issues are the responsibility of entities and programmes for young people and youth organisations are funded by the relevant institutions responsible for youth issues.

The Ministry of Family, Youth and Sports, since 2006, developed and implements the Youth Policy of the Republika Srpska, through which it is financing youth organisations and programmes for young people.

The Ministry of Family, Youth and Sport, through regular annual public calls, provides support, funding and co-funding projects for youth organisations.

The Federation of Bosnia and Herzegovina budget has one budget line dedicated for youth called “Transfer for youth”, in the Federal Ministry of Culture and Sport, as support for youth organisations.

The Brcko District of Bosnia and Herzegovina has a budget for youth projects that is operating on open call for project principle and one permanent budget line, called “Support for youth club networks”, where members of youth club networks in the Brcko District of Bosnia and Herzegovina receive funds on an annual basis.

Co-operation

At national level, the Ministry of Civil Affairs administers the Commission for Co-ordination of Youth Issues in Bosnia and Herzegovina. This is the only state-level body that has co-operation of both entities and the Brcko District of Bosnia and Herzegovina.

The most recent development is that all three youth councils in Bosnia and Herzegovina signed a co-operation agreement that would enable the youth council to advocate for youth issues at the state level Ministry of Civil Affairs.

10.4 Quality and innovation in youth work

Quality assurance

There is no national or regional level of quality assurance in youth standards but the local youth organisation PRONI Centre for youth development has signed agreements with 10 municipalities and cities in Bosnia and Herzegovina where those local communities (Sarajevo, Banja Luka, Mostar, Bihac, Cazin, Prijedor, Bosanski Petrovac, Bijeljina, Trebinje and the Brcko District of Bosnia and Herzegovina) accept PRONI Centre quality assurance mechanisms in youth work as their quality assurance standards.

PRONI Centre Quality Assured Community Youth Work (QACYW) definitions:

PRONI Brcko considers youth work as a planned programme of education or activities designed for the purpose of aiding and enhancing the personal and social development of young persons through their voluntary participation with the aim of engaging young people with society and bringing about social change in an unequal society.

Community youth work is providing community-based activities for young people in a variety of settings throughout local communities, other CSOs, government agencies, parents and volunteers.

QACYW is youth work that aims to offer the best quality of service to young people using Quality Assurance of Community Youth Work in Society (“OKORUZ” in Bosnian).

“OKORUZ” is a quality assurance tool developed by the PRONI Centre and other partner organisations. It has three main functions:

1. To provide a mechanism for those working in youth clubs, and those working in partnership with youth clubs, to assess the quality of their interventions with young people.

2. To enable youth workers and volunteers to monitor the impact of the services upon the lives of young people and identify areas for improvement.
3. To enable youth work managers to monitor and evaluate the quality, effectiveness and efficiency of services to young people.

“OKORUZ “will enable the youth club/youth NGO to:

- review youth work practice;
- review the standards of achievement of young people;
- review efficiency and effectiveness with which local resources are managed;
- identify strengths and weaknesses;
- propose key issues for change/action.
- Principles underlying the “OKORUZ”:
 - young people being involved at every level of the quality assurance process
 - the quality assurance process is developmental
 - fairness
 - transparency
 - based on evidence
 - linked to human rights based principles.

NGO Perpetuum Mobile has developed quality assurance standards in youth centres and has been using this methodology since 2011. Since 2013 the youth centres in the Republika Srpska have formed [M.O.C.A.R.T. – the Network of Youth Centres for Animation, Development and Training](#). This organisation also uses the same quality assurance standards developed by an NGO, Perpetuum Mobile consisted of four categories: programme standards, technical standards, human resources standards and ethical standards.

Research and evidence supporting youth work

There is no systematic way of documenting, monitoring and evaluating youth work in Bosnia and Herzegovina.

Participative youth work

There are two existing models of participative youth work that are active in Bosnia and Herzegovina and those are youth club and youth centre activities, where young people can come and participate in local, national or international youth work activities. Two main organisations that are organising participative youth work are Perpetuum Mobile, working with the 27 [youth centres](#) in 26 municipalities, and the PRONI Centre for youth development, working with more than 30 [youth clubs](#) in 12 municipalities.

Youth centres:

Youth centres are “An accessible and adapted space for young people in which young people are continuously provided with activities and programmes based on methods and principles of non-formal education with the aim of developing young people into conscious, responsible community members and creating conditions for their full potential” (RS Law on youth organising, Official Gazette 1/12 of 5 January 2012).

Youth centres offer an alternative place to young people in Bosnia and Herzegovina who face a number of challenges such as high national unemployment (60%); extracurricular time that young people mostly spend with little or no money on the street which makes them vulnerable to passivity, depression, drug abuse, unprotected sex and participation in criminal activities; traditional theoretical education offered by schools in Bosnia and Herzegovina generally does not meet the needs of the modern labour market; devoting little or no time to issues faced by youth in Bosnia and Herzegovina such as peer violence, internal interpersonal relationships, sexual and reproductive health, etc. through formal education.

In order to ensure quality and institutionally recognised daily work with youth, our work actively advocates for the standardisation of the work of youth centres in Bosnia and Herzegovina. We believe that the existence of standards will ensure the development of quality services of existing youth centres; improvement of programme activities, technical, personnel and ethical standards; regulating the status of youth centres when applying for competitions of both domestic and international funds; and finally, increasing youth participation in society.

In 2011, NGO Perpetuum Mobile conducted the first survey of youth centres in Bosnia and Herzegovina (Youth Centres – holders of youth work) in order to assess the situation regarding the form of youth centres, capacity, status and impact. The research included 27 youth centres from 26 municipalities and the results showed:

“Youth centres are recognised as places that can bring together the largest number of young people, where young people can develop their full potential through socially oriented, educational and recreational programmes, while increasing their ability to actively participate in society.”

Youth clubs:

Youth clubs are a social and recreational space intended for diverse young people to come together, both as volunteer group leaders and as participants in activities. Youth clubs organise and support activities that support the physical, social, emotional, and cognitive development of youth, while also enabling young people to experience success, leadership, joy, recognition of talents, and interethnic friendships.

These clubs provide young people with a space where they can get involved in different kinds of activities, such as: music, theatre, sports, cultural activities, seminars, trainings and workshops. These activities foster learning, discussion, bonding, and exchange with youth from other cultures and ethnic groups. Through activities and exchanges within Bosnia and Herzegovina, the Balkans, and other parts of Europe, youth capacity for leadership, advocacy, initiative, critical thinking, and inclusion expand from a space that is largely integrated.

Youth club workshops can include a variety of topics, the primary objective being to bring youth together for integrated learning opportunities. Some ideas for workshop topics include: recognition and prevention of violence in youth communities; improving communication through the tool of storytelling; inclusion and breaking of prejudice specific to Roma people; art/film classes, etc. The workshops can be conducted as a series, which brings together the same small group of youth on a monthly or weekly basis to develop deeper relationships to one another through a thorough exploration of the topic of choice.

Within youth clubs, participants can be given tasks that are limited and measurable and which expand or develop their skills and experiences. This can include co-facilitating a workshop, conducting outreach to new participants, and expanding social media presence.

To make the workshops accessible to all, the non-formal education methodology can be used as a participatory and flexible approach. In line with this approach, the youth participants can and should be consulted in developing programming so that they feel valued and that their interests are heard.

All youth should participate on a voluntary basis.

When considering a venue, keep in mind that youth clubs must also “feel” like youth clubs, as this is a space designed specifically for young people. This might mean decorating the space with posters about other youth events and projects.

“Smart” youth work: youth work in the digital world

Before the Covid-19 pandemic, digital youth work was not that present in Bosnia and Herzegovina. The situation changed once the Covid-19 measures forced youth workers and youth to stay home. Many organisations have managed to adapt and have started to implement youth work activities online using the available communications tools. There is not much available data and some organisations like the PRONI Centre and Institute for youth development KULT have managed to do certain [activities](#) and get [data](#) on youth perception online during Covid-19.

10.5 Youth workers

Status in national legislation

The definition of youth worker is given only in the Law on Youth in the Brcko District of Bosnia and Herzegovina. This still means that neither the other two entities nor the state level has a definition of youth worker.

The Association of Professional Youth Workers (Asocijacija profesionalna omladinskih radnika – APOR, in Bosnian) founding assembly was held on 7 June 2008 gathering 11 youth workers from the PRONI Centre for youth development, Centre for youth education and Institute for youth development KULT. The founders of the Association of PYWs (APOR) decided to have youth work practitioners as members, not their organisations and/or institutions. The Ministry of Justice of Bosnia and Herzegovina, responsible for the registration of associations and verifying compliance with the NGOs’ statutes with the Law on associations and foundations in, replied on PAOR’s application two years later in August 2010, asking for some revisions and additions. As response to the ministry's letter, PAOR has suspended registration process and no major steps were not undertaken since then.

The Institute for youth development KULT has managed to make certain moves towards the recognition of the youth work profession in the Federation of Bosnia and Herzegovina through their [UMiD initiative](#).

Education, training and skills recognition

The education of youth workers within the PRONI model took place from 1998 to 2007 and it was organised on different levels as university courses under a contract training programme provided by Jönköping University.

The first stage was a basic course, leading to a certificate in Leadership and Developmental Youth Work (Level A, 30 ECTS, European Credit Transfer System) from Jönköping University. This course was designed as one year of part-time studies. The aim was to produce youth workers able to operate in areas of conflict, and to make young people of different nationalities meet and become reconciled. In the course document it was stressed that the tool of the professional youth worker is social education, which means that youth work is seen as a situation of learning. In different activities, the youth worker will emphasise dialogue to promote skills and values. Self-knowledge is another element in the education. The course consisted of four blocks of theory and a practice part. In the residentials, the students from the different towns met to work together with reconciliation. Besides, the university programme aimed to educate and train professionals working with children and young people in order to acquire the knowledge and skills necessary for individual and group work with young people on personal and social development, self-confidence, development of values and attitudes, communication, work on conflicts and active participation in the building and development of society.

The continued education (Level B, 30 ECTS) was also designed as a one-year training programme, part-time. The students got a certificate in Leadership and Developmental Youth Work, Level B, from Jönköping University. The focus of this education was preparation of the youth workers as trainers of other voluntary youth workers in conflict-ridden areas. The aim was to further develop skills and knowledge from the first level. The youth workers as trainers worked in the context of social education, which implies environmental work to facilitate for young people to grow. Another element stressed in this course was conflict transformation, understood as bringing people together to challenge their prejudices and stereotypical attitudes. As a third stage a Level B plus course was designed (5 Swedish credits). The aim was to recruit local people as future trainers of youth workers. The participants were trained in lecturing and they practise as mentors for students in Level B courses in group-work and practical work.

The [Centre for youth education](#) is implementing the [Leadership and developmental youth work](#) course that is accredited with 30 ECTS in co-operation with Jönköping University.

The Institute for youth development KULT is implementing Learn, think and act (“Uci, misli i djeluj” in Bosnian) for [youth leaders](#) and [municipal youth officers](#).

The PRONI Centre for youth development, with the support of the Forum Syd Balkan Programme, made an effort to localise this university programme in 2007, and this effort resulted in the PRONI Academy of Youth Work (“PRONI Akademija omladinskog rada” in Bosnian), which has become a recognised educational programme in more than 20 municipalities and cities in Bosnia and Herzegovina for getting the youth work certificate.

PRONI Academy of Youth Work (PAOR):

PAOR is a unique PRONI Centre programme that provides young people with knowledge in the field of youth work, youth activism and conflict resolution. The academy consists of six modules over a period of eight months (six months of theory and two months of practice) and has three educational levels (PAOR A, B and B+). The goal of the PAOR programme is to empower activists and youth workers to improve their skills in implementing youth work activities, primarily with young people who are members of PRONI youth clubs operating within Bosnia and Herzegovina youth club networks.

PAOR aims to standardise the training of youth workers in order to raise the quality of programmes relating to youth work to a higher level, and so that future leaders of youth organisations and youth workers gain adequate knowledge, skills and experience, all in order to raise the quality of youth work as a profession in Bosnia and Herzegovina.

The curriculum of the PRONI Youth Work Academy incorporates theoretical achievements of scientific disciplines such as Pedagogy, Social Pedagogy, Sociology, Psychology, Social Psychology and others, but also over 20 years of practical experience of the PRONI Centre for Youth Development in leading and forming youth organisations, youth centres and youth clubs.

It is important to mention that when choosing scientific theories and the practical part of the curriculum, we were guided by the latest achievements from the above-mentioned scientific disciplines, but also the principles and values of non-formal education and experimental learning as a methodology through which we implement our programmes.

PAOR – A level (Basics of Youth Work)

The “Basics of Youth Work” course aims to provide young people with basic knowledge in the field of youth work in order to contribute to the personal and social development of young people in Bosnia and Herzegovina, and involve them in various socio-political processes concerning young people.

Given that the PRONI Centre believes that young people in Bosnia and Herzegovina are not sufficiently involved in the socio-political processes that surround them, it is important that through youth work, which, among other things, involves a certain set of knowledge, skills and values, young people are involved in the processes that surround them, and in their own way contribute to the communities in which they live, as well as to Bosnia and Herzegovina as a whole.

Participants in the “Basics of Youth Work” course will acquire basic knowledge and skills to spread ideas and values of youth work in their communities, and provide young people with an alternative to everyday life, but also enable other young people to spend their time usefully and creatively.

Bosnia and Herzegovina is still in the process of transition from a post-war to a peacetime and prosperous society, so we believe that young people must be used as a resource in the transition process, and with a set of certain knowledge and skills young people can certainly contribute to this process. Through the “Basics of Youth Work” course, participants will acquire the necessary knowledge

and skills that will help them contribute to the building of a prosperous Bosnia and Herzegovina with their ideas and attitudes.

The expected individual learning outcomes of the course participants are:

Knowledge:

Participants will gain basic knowledge about what youth work is and what it looks like in practice. In addition, they will have the opportunity to learn how to work with groups of young people and build a team, but also to deal with conflict while practising youth work. Given the rise of nationalism, radicalism and extremism in Bosnia and Herzegovina, the region and also in Europe, participants will learn how to deal with these social phenomena as a youth worker.

Skills:

During the “Basics of Youth Work” course, participants will acquire skills in organising groups of young people in order to respond to the needs of young people in their community. In addition, they will acquire critical thinking skills, communication skills, problem-solving skills and skills in analysing the socio-political situation in which young people find themselves in their community, and will be able to find ways to respond to their needs together with young people.

Competencies:

After completing the course, participants will be able to support and empower young people from their communities so that they can play a full part in producing communities focused on young people. In addition, they will be able to provide young people with a safe space and opportunities for learning so that they reach their full potential, but also to contribute to the development of the youth sector in their communities.

Modules that are covered during the “Basics of Youth Work” course:

- Introduction to youth work
- Youth work in practice
- Individual work with young people
- Basics of working with groups and team building
- Conflict transformation
- Radicalism and extremism among young people in modern society.

PAOR B Level (Training for trainers in field of youth work)

The “Training for trainers in the field of youth work” course aims to provide young people with the knowledge, skills and experience in the field of implementation of training in the field of youth work for future youth workers to contribute to personal and social development of young people in Bosnia and Herzegovina in order to be able to educate future youth workers.

Given that the PRONI Centre believes that young people in Bosnia and Herzegovina are not sufficiently involved in the socio-political processes that surround them, it is important that through youth work, which involves a certain set of knowledge, skills and values, young people are involved in processes that surround them, and in their own way contribute to the communities in which they live, as well as to Bosnia and Herzegovina as a whole.

Participants in the “Training for trainers in the field of youth work” course acquire basic knowledge and skills, and get the opportunity to educate new generations of youth workers to spread ideas and values of youth work in their communities, and provide young people with an alternative to everyday life, but also enable other young people to become bearers of positive projects in their communities.

Bosnia and Herzegovina is still in the process of transition from a post-war to a peacetime and prosperous society, so we believe that young people must be used as a resource in the transition process, and with a set of certain knowledge and skills young people can certainly contribute to this process. Through the “Training for trainers in the field of youth work” course, participants will acquire the necessary knowledge and skills that will help them contribute to the building of a prosperous Bosnia and Herzegovina with their ideas and attitudes.

The expected individual learning outcomes of the course participants are:

Knowledge:

Participants will gain basic knowledge about what training is, and how to plan and implement it. In addition, they will have the opportunity to learn what skills and knowledge are needed to conduct training, how to work with groups of young people and build a team, and also deal with conflict during the implementation of training.

Skills:

During the “Training for trainers in field of youth work” course, participants will acquire skills in planning, implementation and quality reporting from the conducted trainings. In addition, they will acquire critical thinking skills, communication skills needed for quality implementation of training, problem-solving skills and skills for promoting tolerance and diversity in society, and will be able to communicate well with young people and the public.

Competencies:

After completing the course, participants will be able to support and empower young people from their communities so that they can take full part in establishing communities tailored to young people’s needs. In addition, they will be able to conduct various trainings for young people in order to expand the network of youth workers, and thus spread the idea of youth work and the attitudes and values behind this profession.

The “Training for trainers in the field of youth work” course consists of the following modules:

- Basics of training in the field of youth work
- Promoting tolerance and acceptance of diversity
- Communication with the public
- Management and organisation of work in the youth club
- Protection and safety of young people
- Conflict transformation (Advanced level).

PAOR B+ Level (Management in Youth Organisations)

The “Management in Youth Organisations” course aims to provide young people with basic knowledge in the field of quality leadership of youth organisations in order to create future leaders in the youth sector who will lead youth organisations in a quality way and by doing so strengthen the youth sector in Bosnia and Herzegovina.

Management in youth organisations has a complex and demanding role of caring for employees in youth organisations, their personal and professional development, and also to achieve the purpose and goals of the organisation. In order to succeed, it is necessary that they possess a certain set of knowledge and skills that we want to provide the participants with.

Participants in the “Management in Youth Organisations” course will acquire basic knowledge and skills to spread ideas and values of youth work in their communities, and quality management of youth organisations will strengthen the youth sector and its impact on the communities in which they operate. The model of youth organisation management that the PRONI Centre for Youth Development proposes in this manual, and also the course itself, is a model under the slogan “With young people, for young people”, which implies the inclusion of young people in various decision-making processes in the organisation.

The expected individual learning outcomes of the course participants are:

Knowledge:

Participants will gain basic knowledge about what interpersonal skills are needed for quality management of youth organisations, and what management looks like in practice. In addition, they will gain the necessary knowledge on project preparation and management, as well as advocacy and lobbying to advocate for the needs of young people in their communities in a quality way.

Skills:

During the “Management in Youth Organisations” course, participants will acquire skills in leading youth clubs, as well as human resource management in youth organisations. In addition, they will acquire the interpersonal skills needed for personal development, the development of employees and volunteers in youth organisations and youth clubs, and the communication skills needed to communicate with decision makers at different levels.

Competencies:

After completing the course, participants will be able to lead teams of youth workers and create programmes that will strengthen the position of young people in their communities and beyond. In addition, the participants will work together with young people to define the needs of young people in communities, and in co-operation with young people will competently and responsibly respond to the needs of young people through their work.

The “Management in Youth Organisations” course consists of the following modules:

- Development of interpersonal skills
- Project management
- Social media management
- Counselling skills in working with young people
- Lobbying and advocacy
- Human resource management.

Mobility of youth workers

There is no record of youth worker mobility in the country.

10.6 Recognition and validation of skills acquired through youth work

Existing arrangements

There is no occupational standard for youth work in Bosnia and Herzegovina, since it is not a profession recognised by the Bosnia and Herzegovina Qualifications Framework.

Skills

There is no occupational standard for youth work in Bosnia and Herzegovina, since it is not a profession recognised by the Bosnia and Herzegovina Qualifications Framework.

10.7 Raising awareness about youth work

Information providers

Youth work and the importance of youth work is not a mainstream topic in Bosnia and Herzegovina, but there are a few initiatives that still fight hard for the recognition of youth work, although all of them are led by local youth NGOs and their success is not guaranteed in the near future.

Key initiatives

Current initiatives in Bosnia and Herzegovina are related mainly to youth policy issues, youth employment issues and youth migration (leaving the country) issues. There is no ongoing initiative for the recognition of youth work at the state or entity level.

10.8 Current debates and reforms

Forthcoming policy developments

It is possible that new youth policy documents in Bosnia and Herzegovina could identify youth work as one of the key topics and there is a possibility for youth organisations to address this topic and the current agreement of three youth councils in Bosnia and Herzegovina could open this perspective.

Ongoing debates

The importance of youth work as a profession in Bosnia and Herzegovina is mainly reflected in the fact that Bosnia and Herzegovina is going through a transition process over 20 years after the war, which, among other things, results in high youth unemployment (46.7%), departure of young people from

Bosnia and Herzegovina, radicalisation of young people according to religious and ethno-national principles and other phenomena bad for the lives of young people. Due to all these phenomena (and others), it is necessary to strengthen the youth sector in Bosnia and Herzegovina in order to include young people in its activities to better contribute to the challenges of the transition period, and help young people overcome the transition from childhood to adulthood in order for Bosnia and Herzegovina to have at its disposal citizens who carry universal values such as multiculturalism, empathy, peace, social progress, equality and others, which are the values that all cultures carry.

The youth sector in Bosnia and Herzegovina has evolved from a peacemaker to a social factor involved in all important processes concerning young people in Bosnia and Herzegovina, but also more widely through various youth bodies at the regional and European level. So, in the period from the end of the 1990s until today, many youth organisations, youth networks, and also youth councils at all levels of government were formed, which became an unavoidable interlocutor for decision makers in Bosnia and Herzegovina when it comes to segments of society important for young people.

An aggravating factor for the further development of the youth sector is Bosnia and Herzegovina's political structure (two entities and the Brcko District of Bosnia and Herzegovina, and 10 cantons in the Federation of Bosnia and Herzegovina), and the lack of youth bodies, as well as youth policy and strategy at the state level. In addition, there are relatively new challenges for youth organisations, such as emigration and the departure of young people from Bosnia and Herzegovina, growing youth radicalism, high youth unemployment and others.

It is very important that, in addition to foreign donors and the domestic government structure, they dedicate more care to young people through the formation of a state body for youth care, improvement of the political climate in Bosnia and Herzegovina, and necessary changes in the education system in Bosnia and Herzegovina.