



Seminar on
Youth Policy and Youth
Employment
in South-East Europe

Final Report

Brdo pri Kranju, Slovenia, 21st – 24th October 2009



SALTO-YOUTH
SOUTH EAST EUROPE
RESOURCE CENTRE



Republic of Serbia
MINISTRY OF
YOUTH
AND SPORT

Council of Europe
Conseil de l'Europe



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

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Institutional Context of the Seminar

This seminar was the third in a series of three seminars on youth policy development in South East Europe, organised within the same institutional context:

- The first seminar on Youth Policy Development in SEE took place in Trogir, Croatia, from 13-15 September 2007.¹ There were representatives from nine countries and European institutions. The subjects discussed included:

- Mobility and migration
- Youth participation
- Education: formal, non-formal and informal
- Un/employment
- Family life, welfare and social protection

- The second seminar on Youth Policy Development in SEE was held

¹ See the report at: http://youth-partnership-eu.coe.int/youth-partnership/documents/EKCYP/Youth_Policy/docs/YP_strategies/Policy/SEE_youth_policy_seminar_report_2007.pdf

in Belgrade, Serbia, from 22-24 September 2008.² The seminar aimed to:

- Share examples of good practice concerning youth policy development and/or implementation
- Encourage dialogue about youth policy development and implementation among the main stakeholders in the youth field in the SEE region
- Identify the actions that should be taken at international level in order to develop youth policy in the SEE region

The third seminar on youth policy issues focussed specifically on youth employment and unemployment. It was hosted by the Slovenian Office for Youth and co-organised

² See the report at: http://youth-partnership-eu.coe.int/youth-partnership/documents/EKCYP/Youth_Policy/docs/YP_strategies/Policy/partnership6.pdf

with SALTO-YOUTH SEE Resource Centre and the partnership between the European Commission and the Council of Europe in the field of youth. The seminar also took place within the framework of the Slovenian Chairmanship of the Council of Europe, celebrating the 60th anniversary of the organisation.

The seminar followed another event held in the framework of the celebration of the 60th anniversary of the Council of Europe, which was entitled, 'Youth Event'³. It was held on the 3rd and 4th September 2009 in Brdo pri Kranju, Slovenia and co-organised by the European Youth Forum and the Slovenian Office for Youth. 'Youth Event' brought together young people from all over Europe to meet with representatives from the Council of Europe and other relevant organisations. It served as a platform for discussion and debate with the aim of adopting a common view, and a celebratory declaration on

³ <http://www.youthforum.org/en/node/1302>



the need for a right-based approach for the young people of Europe.

In organising the seminar, the host country of the seminar, Slovenia, referred to the Slovenian Presidency of the European Union. In the priorities for the European Union Presidency,⁴ Slovenia stated that young people represent a demographic segment with considerable economic and social potential. Thus, Slovenia made a commitment to make progress on a concrete recommendation on youth employment and the implementation of the European Youth Pact. One of the aims of the Slovenian Presidency in the European Year of Intercultural Dialogue was to promote multi-lingualism and intercultural exchanges among young people, as a means of increasing their employability, mobility and social inclusion.

In his welcome words, Peter Debeljak, Director of the Office for Youth, from the Ministry of Education and Sport of the Republic of Slovenia, emphasized the interconnections between the prospects of the region and the importance of young people. He added that Slovenia had been working on these issues during its Presidency of the European Union.

⁴ http://www.eu2008si/includes/Downloads/misc/program/Programme_en.pdf

Marta Męślińska, research officer of the EU-CoE youth partnership, spoke about the fact that the youth seminars had started with small round tables organised by the joint programme between the Council of Europe and the European Commission in Croatia and Serbia. She reminded the seminar participants of the major papers on youth policy that had been produced in recent years, in particular the 'White Paper on Youth',⁵ 'European Youth Pact'⁶ and an 'EU Strategy for Youth – Investing and Empowering'.⁷ Marta also reported that a resolution of the European Council was expected shortly.⁸

Ulrich Bunjes, Deputy Director of the Directorate of Youth and Sport of the Council of Europe, said that "this seminar falls into the year where we celebrate the 60th anniversary of the Council of Europe, and it is a very important contribution. It

⁵ A New Impetus for European Youth: White Paper (2001) European Commission: http://eur-lex.europa.eu/LexUriServ/site/en/com/2001/com2001_0681en01.pdf

⁶ European Youth Pact (2005) European Commission: <http://www.eukn.org/binaries/eukn/eukn/policy/2009/09/european-youth-pact.pdf>

⁷ An EU Strategy for Youth – Investing and Empowering (April 2009) European Commission: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2009:0200:FIN:EN:PDF>

⁸ Resolution on a renewed framework for European cooperation in the youth field (November 2009): http://ec.europa.eu/youth/news/news1646_en.htm

also falls into the period when Slovenia holds the Chairmanship of the Committee of Ministers of the Council of Europe."

Following the suggestion of the EU-CoE youth partnership's partners in 2008, this regional seminar focused on one specific priority: youth employment. In this context, Mr. Bunjes quoted a Resolution of the Parliamentary Assembly of the Council of Europe:⁹

"Considering youth unemployment to be not contingent but structural, the reflection of a deep transformation of society, and to require the implementation of an all-embracing policy for short, medium and long-term action;

"Believing that systems of education and training too often seem to ignore the real needs of the employment market, and that parents, pupils, schools and the authorities should therefore be made more aware of the problems of preparing a better transition from school to work;

"Convinced that it is indispensable in the fight against youth unemployment to consult those most directly concerned and especially young people themselves, with a view to ascertaining their attitudes towards the problems of education and work..."

⁹ <http://assembly.coe.int/Main.asp?link=/Documents/AdoptedText/ta81/ERES761.htm>

Mr. Bunjes referred to the following unemployment rates in the 15-24 years age range:

- Bosnia and Herzegovina: 58%
- The former Yugoslav Republic of Macedonia: 58%
- Serbia: 48%
- Montenegro: 38%
- Greece: 25%
- Bulgaria: 20%

The seminar presented an opportunity to see what youth policy and youth work could do to address this situation. The social integration of young people was one of the priority areas of the Agenda 2020.¹⁰ The practical work of the Council of Europe and specifically the Directorate of Youth and Sport in this domain focussed on standard-setting, empowerment, and training:

- European Social Charter¹¹
- Charter on Participation of young people in local and regional life¹²
- Specific activities, e.g. study sessions of Young Christian Workers¹³

¹⁰ http://youth-partnership-eu.coe.int/youth-partnership/documents/EKCYP/Youth_Policy/docs/YP_strategies/Policy/Agenda2020_Declaration_EN.pdf

¹¹ <http://conventions.coe.int/Treaty/EN/Treaties/Html/163.htm>

¹² <http://www.salto-youth.net/download/1510/RevisedEuropeanCharterontheParticipationofYP.pdf>

¹³ <http://www.ycwimpact.com>



The Council of Europe has been involved in activities in and for Southeast Europe, its specificity and importance, since the time of the Stability Pact. This is one of the regions in which the Council of Europe has invested the most political capital and know-how in recent years. Therefore, this seminar was another milestone in the effort to support the development of youth policy, and to improve the situation of young people living in the region. Both the Council of Europe and the European Commission were now convinced of the need to find a more visible, a more political, and perhaps more results-oriented approach.

Finally, Mr Bunjes referred to the 'Youth Forum' of the Central European

Initiative (CEI). Under its Moldovan Presidency, the CEI had recently organised a Forum on 'Strengthening Youth through Mobility', undoubtedly a very pertinent problem in the region of South East Europe. He also referred to the regional strategy of the UN, 'Alliance of Civilizations', this strategy includes a youth dimension that looks at intercultural dialogue in youth policy and youth work, another very important question in South East Europe. The government of the 'former Yugoslav Republic of Macedonia' announced that they intended to launch a regional youth initiative as part of their chairmanship of the Committee of Ministers of the Council of Europe in the second half of 2010.

Objectives of the Seminar

The objectives of the seminar were:

- To reveal the main problems young people are facing in the area regarding employment in the societies of SEE and seek for opportunities for young people.
- To contribute to the political debate as well as the policy development and its implementation for managing and improving the situation of employment and employability of young people in the SEE region and, consequently, in the existing and enlarging European Union.

These objectives were based on the conviction that it is crucial to see young people not only as 'victims' but also as powerful agents of change for whom the ideas of democracy, civil society, human rights, freedom of opinion and greater mobility present new chances and challenges. Now, more than ever before, they also have the option of choosing the context in which they want to work and live.

Consequently, the issues planned for discussion during the seminar were:

- Context and realities of youth (un)employment
- Integration/inclusion of unemployed youth
- Formal education-employment link
- Professional training
- Non-formal education and civic involvement/active citizenship
- Information and counselling

Roles of youth research, policy making, youth work and civil society



Situation of the Countries of South East Europe regarding Youth Employability and Employment

Metka Kuhar, Assistant Professor at the Ljubljana Faculty of Social Sciences, gave a brief overview of the position of young people in South East Europe.

Since the beginning of the 1990s the SEE region underwent rapid and radical change. All countries were affected by the replacement of the state socialist regimes by market economies and by fledgling democratic institutions. While the political and economic transition has been

relatively smooth in Slovenia, other countries continue to face a number of complicated problems in this regard. In some countries, the legacies of wars additionally triggered challenging socio-economic difficulties. Despite the heterogeneity of the region, young people in South East Europe are facing a number of common problems and challenges within their respective societies; unemployment is one of the most dangerous ones.

The school-to-work transition of young people is not just extended, as compared to other parts of Europe, but punctuated by frequent spells of unemployment, precarious jobs, attempts at starting own businesses, finding work abroad, and combining education with paid work of some kind. Furthermore, among those young people who successfully enter the labour market, a large number are working in contexts where they are deprived of basic





employment rights and entitlements. Low-quality employment includes jobs that may provide higher salaries, but do not offer any of the following: job security; health insurance; retirement benefits; unemployment insurance; access to training; and career development opportunities.

The social agencies themselves are in a process of restructuring and so are less than supportive. Family resources generally cannot back-up open and uncertain employment / unemployment futures of the young people. The main institution channelling young people towards adulthood is subject to transformation and re-organisation, it is the education system. It is an institution that is extremely vulnerable to

economic and political changes. Different courses of transitional processes in the SEE countries, (for example, war in Croatia, Bosnia-Herzegovina and Serbia; political unrest in Albania; and the comparatively smooth Slovenian transition in the 1990s), led to different effects and required different mechanisms to cope with the resulting uncertainties.

The legacy of the former socialist system, the precarious and uncertain jobs market, the 'grey' and 'black' labour markets, and uncertainties in family life, all led to an increase in unemployment.

The SEE region faces additional difficulties due to methodological inconsistencies and lack of data. Data from the International Labour

Organization and UNESCO show that the labour force (15+) participation rates have been dropping in all observed countries, (Albania, Bosnia and Herzegovina, Bulgaria, Croatia, the former Yugoslav Republic of Macedonia, Montenegro, Romania, Serbia, and Slovenia), since the end of the socialist period. The same studies show that the female labour force (15-24) participation rates and inactivity rates are everywhere higher than those of the male population.

Metka concluded that young people should take on more self-initiative and responsibility in society and develop stronger generational solidarity and awareness.

During subsequent discussions, participants highlighted the following issues: the costs of youth unemployment for society, the number of risks for unemployed youth, (such as health problems, drug misuse, homelessness, and youth delinquency), and the costs for civil service.

More detailed comparative information related to youth employment in SEE was presented by participants during the seminar and is listed by country in the tables under Appendix a.

Skills and Employability Strategies for Youth in Slovenia

Mateja Sedej, Head of Sector for Long Life Learning, Ministry of Labour, Family and Social Affairs of (MoLFSA), presented the newest data on the youth employment situation in Slovenia, (9.4% October 2009), with some remarks on the labour market situation in Slovenia regarding youth unemployment:

- High rate of youth unemployment (15-26 yrs)
- Increasing share of unemployment among highly educated young people
- Problem of structural youth unemployment

– gap between demand and supply on the labour market

- Lower youth employment rate in services
- High share of young people employed in low technological intensive sectors or labour intensive sectors
- High share of long term unemployment among first job seekers

Strategic documents and policies of MoLSFA regarding youth employment:

- National:
 - Active Employment Measures Programme 2007-2013

- National Development Programme 2007-2013

- National Strategic Reference Frame 2007-2013

- International:

- Joint SLO – EU/ European Social Fund

- Reform Programme for implementation of Lisbon Agenda in Slovenia

- Operational Programme for Human Resource Development 2007-2013

Active labour market policy is linking the labour market with education through vocational standards and systems of validation of non-formal and informal learning.



It encompasses:

- I) education and training for unemployed and employed people
- II) scholarships

In order to acquire formal education at all levels, from lower vocational education to university education, the education programme for unemployed people consists of:

- Programme 'project learning for young adults'
- Job clubs
- On-the-job training
- Work trials
- Subsidies for the first-time job-seekers
- Subsidies for the young unemployed
- Additional training and education programmes
- Exemption from taxes on wages
- Refunding contributions for an employer who takes on an unemployed person with a completed university education
- Self-employment

There are several modes of work with the unemployed:

1. Help in planning a career path and seeking a job
2. Individual advising
3. Group advising
4. Job clubs
5. Seminars on 'How to Find Employment' and 'Detect Your Own Professional Goal'
6. Other motivation programmes

Programmes and public tenders of MoLFSA carried out by the Employment Service of Slovenia are:

- Programme of on-the-job training and integrated programmes of education
- Formal education
- National vocational qualifications
- Pathway to integration

The European Social Fund projects for young people and the Slovenian Council for Employment, Education and Training of Youth of the Republic of Slovenia, play a very important role in improving the situation of young people.

Ms Sedej presented conclusions, with an emphasis on what should be done next:

1. Ensure an easier transition for young people from the school system to the labour market
2. Encourage the gaining of new and additional work experience, skills and competencies, also increase intergenerational exchanges and mentoring schemes
3. Promote among employers the importance of work experience for young people, gained formally or informally
4. Raise the importance of life-long career guidance, the information and promotion of it among young people and their parents
5. Promote the employers' scholarship schemes among employers and young people with the aim to make an early connection between them
6. Promote the inclusion of young people into educational programmes that lead to deficit occupations on the labour market

Examples of Good Practice

NEFiKs

Alenka Blazinšek from the National Youth Council of Slovenia presented 'NEFiKs',¹⁴ a Non-formal recording booklet and portfolio. The project was started by 'Mladinski Ceh' and its partners, it encompasses voluntary work, student jobs, seminars, courses, and hobbies. It aims to promote non-formal education in Slovenia through a record book and an on-line portfolio in which users collect records of their experiences in the field of non-formal education in various areas.

¹⁴ More on the project can be found at: http://youth-partnership-eu.coe.int/youth-partnership/documents/EKCYP/Youth_Policy/docs/YP_strategies/Policy/SouthEastEurope/Blazinsek.pdf

Main objectives of the project are to:

- Promote the values of non-formal education in Slovenia
- Motivate young people to pursue further education in different areas
- Convince employers to consider non-formal education as a valid reference in the process of obtaining employment
- Develop the social and human capital of young people

The project is run by the web portal www.talentiran.si, it is a meeting point for young people and anyone who can help them with career building and employment.

PLYA/PUM

The second project from Slovenia that was presented was, 'Project Learning for

Young Adults' (PLYA).¹⁵ (In Slovenian: PUM – Projektno Učenje za Mlajše Odrasle). This is a non-formal, alternative programme of adult education. It was publicly approved in 1999, (adopted by the Expert Council of the Republic of Slovenia for Adult Education), and is run in 12 organisations, or PUM groups, throughout Slovenia. The project's target group is young people from 15 to 25 years of age who are not enrolled in regular educational programmes, do not have primary or basic vocational education and are unemployed.

The objectives of PLYA are:

- Help in overcoming social solitude
- Encouraging dropouts to continue and/or complete schooling

¹⁵ More on the project can be found at: http://youth-partnership-eu.coe.int/youth-partnership/documents/EKCYP/Youth_Policy/docs/YP_strategies/Policy/SouthEastEurope/PROJECT_LEARNING_FOR_YOUNG_ADULTS.pdf



- In other cases, it promotes acquisition of competences and skills to help young people find an appropriate job

PLYA received the first prize amongst European social policy programmes at the level of European regions in 2007. It is a success story, 65% of the participating young people found and enrolled in a suitable educational programme as a direct result of this project.

Youth in Action Programme

The third example of good practice presented was the 'Youth in Action' Programme. Recognition of non-formal learning is a key issue in the youth field also at the European level. It is promoted by the Youth in Action Programme, the European Union's programme for young people. The Programme aims to inspire a sense of active citizenship, solidarity and tolerance among young Europeans. It also promotes youth mobility, non-formal learning, intercultural dialogue and the inclusion of all young people regardless of their educational, social and cultural background.

The programme has been open to the countries of SEE since the year 2000. It targets young people from



15 – 30 years of age as well as all those working with young people. Projects involving partners in SEE must be bi- or multilateral and take the form of youth exchanges, support activities (training courses, seminars, partnership building activities, etc.), or the European Voluntary Service (short to long term volunteering abroad).¹⁶

Participation of the countries of SEE in the Programme has been increasing year by year. In the period 2007 – 2008 around 780 projects involving partners from SEE were funded.

Recognition and validation of the non-formal learning happening during such projects is being supported

¹⁶ More information about the Youth in Action programme can be found at: <http://www.salto-youth.net/rc/see/> or http://ec.europa.eu/youth/index_en.htm

by the 'Youthpass' instrument, a kind of certificate that can, and should be completed by each participant, (with the help of the project leader), describing their own learning during the project, (and thereby raising their awareness of their learning), according to the eight key competences.¹⁷ Youthpass aims to support the employability of young people and youth workers, active participation of young people, and a greater recognition of youth work throughout Europe.

Further examples of good practice presented during the seminar are included in the tables under Appendix a.

¹⁷ More information about Youthpass is available at: <http://www.salto-youth.net/rc/training-and-cooperation/youthpass/>

Key Issues for Youth Employment Policies

Policy Level

Participants from the field of policy making concluded that employment is becoming an issue of human rights, however it is still not considered as such. Policy making and politics have to make different approaches, according to country specificities. What needs to be unique is a commitment to already accepted policy and to new improved guidelines. In this process young people need to participate actively as stakeholders in the process of youth social, economic and political positioning.

Research Level

The following three sections show researchers insights and recommendations:

1. What to research:

- research data should be the basis for both policy makers and practitioners – in order to develop effective and socially sensitive measures
- evaluation of the implementation of the

measures should be undertaken continuously (especially impact and cost effectiveness research)

- standardization of concepts and measures is needed for a comparative level

2. Research into:

- structural reasons of unemployment:
 - equity in formal and non-formal education
 - educational system not meeting labour market needs
- employment measures targeted only at the young people who are 'NEET' (Not in Employment, Education or Training)
- work/economic strategies
- work ethics, value orientations – passive or active coping strategies, entrepreneurial capacities
- human resources of the teachers – their capacities for developing and supporting young peoples' capacities to act

- role of family resources in transition from education to employment
 - career guidance through schooling
 - institutional framework – analysis of legislation and measures
 - effectiveness of the employment services (public and private) and the profile of their users
- ### 3. Who:
- national youth policy institutions
 - international youth policy agencies should advocate for youth (un)employment research – both comparative and national

Practitioners' Level

Similarly to the policy makers, the practitioners also underlined the importance of stronger commitment to the implementation of existing measures. They also raised the issue of the need for constant evaluation and changes to non-effective measures in the area of education and employment.



Project Proposals for Enhancing Youth Employability

The question was posed: How can we approach the problem of youth unemployment in our field of action and environment? After general reflection and discussion, participants were invited to form working groups according to personal experience, interests and ideas for possible action to be taken in the future in order to develop concrete proposals. The following are the results from those working groups.

The Case of Prijepolje: From University to High School

The first group presented a proposal for a project that should be jointly realised by universities and high schools. Members of the university community should actively inform high school students about their prospects on the

labour market. They should aim to direct young people to their career and to give them advice on the knowledge and skills needed.

(Presentation: Ms Ivana Mijić)

How to Bring Together Relevant Stakeholders for Youth Education and Employment?

The second group presented three areas.

1. Stakeholders that would have to be included in an effective decision making process:

- ministries responsible for youth, employment and education
- regional youth advisory boards
- youth steering committees on the national level

- private and public employment services
- chamber of commerce/economy
- trade unions
- employers
- student NGO's
- youth NGO's
- youth wings of political parties
- council of pupils

2. Structure proposal for policy making:

- legal framework (young people, employment, job mediation, education/training)
- policy (young people, employment, education/training)
- government steering committee for youth



policies (need for setting up in each country on a governmental level)

- subcommittees or coordinative bodies for each area of action
 - youth advisory boards
 - institutions (schools, employment services, trade unions, companies, NGO's)
3. Proposed measures:
- development, adoption and implementation of legislation
 - applying principles of subsidiarity – finding solutions starting from grassroots level employers, employment services, schools, NGO's
 - decentralisation of the programmes and funds
 - coordinating bodies on a local level
 - funding for mutual activities, projects, programmes and networking
 - establishing SEE regional youth forum

- establishing co-management structure for SEE

*(Presentation:
Ms Martina Štabi)*

Taurus Programme: The Role of NGO's in the Process of Youth Employability

Group 3 presented a programme called 'Taurus'. The programme is based on the following assumptions:

1. An important element for youth employment is the empowerment of young people, increasing their employability skills and developing their entrepreneurial spirit
2. There are good practice examples of such projects implemented by NGO's in South East Europe
3. There is a need to increase the level of project quality:
 - to further develop project methodology
 - to increase outreach
 - to improve project effectiveness

The objective of Taurus is to improve local youth employment programmes in SEE. This is done through the exchange of know-how, peer reviews and joint programming.

Target groups:

1. experienced organizations/providers of youth employment programmes in Slovenia, Croatia, Bosnia and Herzegovina, and Serbia
2. high school students in respective countries
3. local community: business sector, authorities, media, other stakeholders...

Activities:

1. identifying successful organizations experienced in local youth employment programmes
2. preparation meetings (e.g. Youth in Action, SALTO-YOUTH)
3. staff training (coordinators and mentors)
4. promotion
5. open call for participants and their ideas
6. training/coaching for participants
7. youth fairs (specially designed setting for interaction with stakeholders from local community, fundraising platform)
8. mid-term evaluation seminar

Participants of the mid-term evaluation seminar would be: programme managers, trainers and student



representatives. Activities of the mid-term evaluation seminar would be: review, lessons learnt, modifications of the programme, and preparation of outreach products.

After the mid-term evaluation a regional policy dialogue/conference would follow. Participants of this regional conference would be: programme managers; municipalities – sectors of social affairs and youth; ministry of education; ministry of labour; ministry responsible for youth; teachers; media.

Objectives of the regional conference would be:

1. to present best practice
2. to promote investment in youth employment programmes
3. to find additional funding
4. to find possibilities for multiplication of the programmes
5. to involve members of the conference in youth fairs as participants

Planned products of the regional conference: a video, (for the national broadcasters), and a manual for NGO's/schools.

The project would end with a final evaluation.

(Presentation: Ms Vesna Kržan and Mr. Jan Zlatan Kulenović)

Youth Transition from Education to Work

The last group presented a framework that would enable and support the improvement of the transition from education to work for young people:

1. Development of a legal framework at national level in coherence with EU standards, related to mobility for employment and lifelong learning
2. Development of efficient communication among all actors at national and local level that will secure the spreading of EU trends and good practices

3. Enhancement of coherence of national policy and programmes related to young people

4. Construction of a unique data-base concerning education and youth employment

5. Development and active support measures to increase young people's employability (to have measurable goals)

6. Increasing the funds for active measures for supporting employment and employability of young people

7. Ensuring inter-sectoral cooperation on the programmes that foster young people to be active and competitive in the labour market

8. Introduction of a clear distinction between measures/programmes that effect employability and direct employment of young people

(Presentation: Mr Igor Milošević)

Conclusions

Conclusions Defined by Participants:

1. Slovenia is successfully implementing employment programmes in small communities

2. Employers have to be involved in youth employment debates and initiatives; this involvement should present evident benefits for the employers

3. The educational sector has to be included in debates and initiatives promoting youth employment

4. Young people should realise that there are other underprivileged groups such

as older people; young people should do something for themselves as well

5. Volunteering may offer valuable experience increasing employability but it may also be a way of exploiting young people. Thus volunteer work has to be protected

6. Local and not only national government has to make more efforts to improve the situation of young people

7. Good practices from national employment agencies and NGO's should be shared and promoted. Good practice examples should also be shared

between various states and used in a functional way – mechanisms for this should be developed

8. Stronger orientation to the demands of the labour market are needed

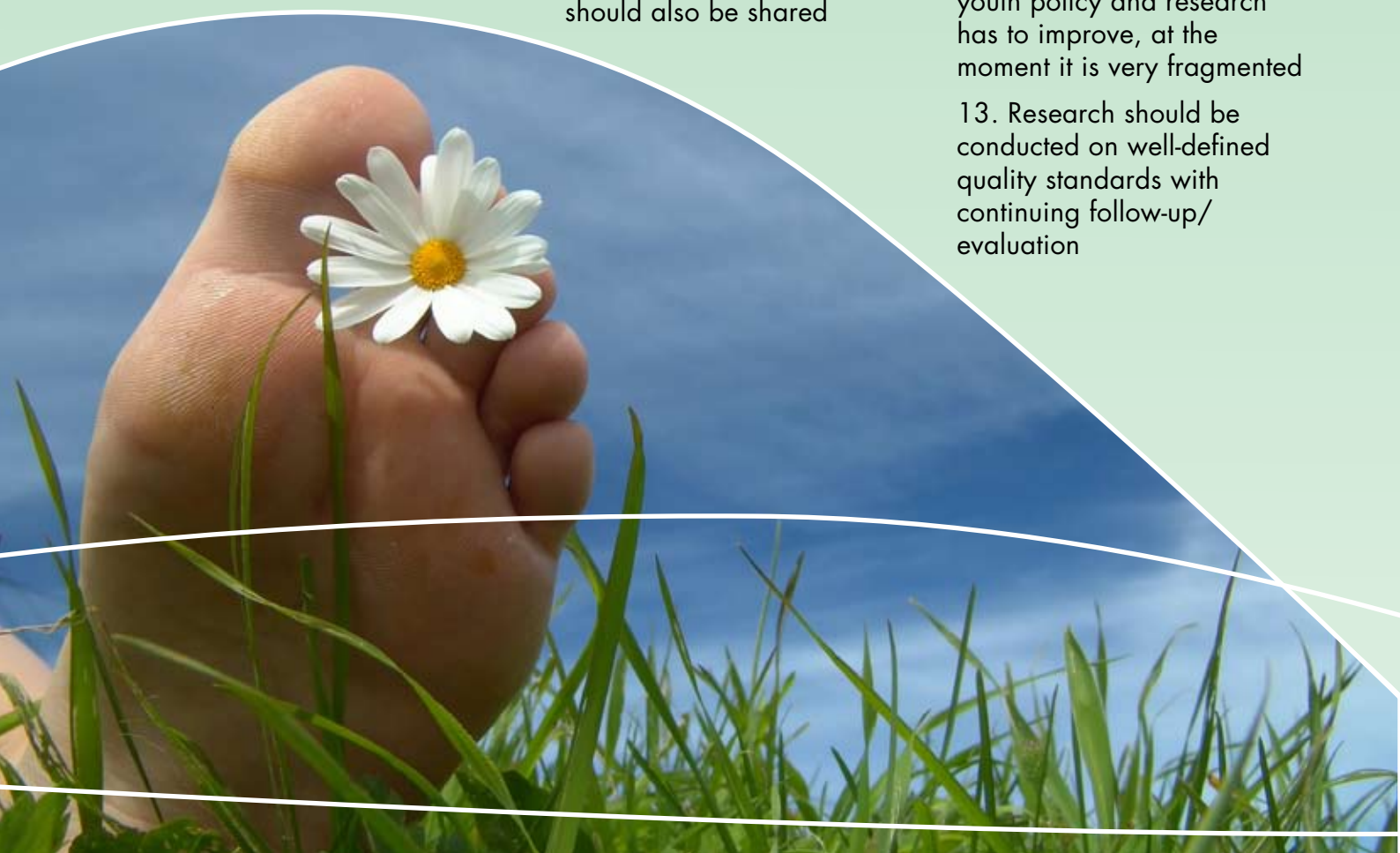
9. Better statistical data is needed – comparative and qualitative and not only quantitative

10. Young people should be motivated to become a part of the solution

11. It needs to be considered that capacities of the states to sort out the problems vary across the countries

12. The interrelation between youth policy and research has to improve, at the moment it is very fragmented

13. Research should be conducted on well-defined quality standards with continuing follow-up/evaluation



14. Cross-sectoral integrated policies should be promoted not only by Council of Europe but also by and within the states. National institutional frameworks and cost effective and efficient measures are needed

15. Enhanced capacity building is needed for applying new creative approaches

16. A regional perspective in elaborating solutions should be taken into account at all levels

17. Effects of migration and brain-drain of young people on employment in SEE needs to be carefully considered

18. A follow-up of this seminar should be ensured, in order to monitor its effects

Conclusions and Recommendations of the Organisers of the Seminar

Hanjo Schild, coordinator of the European Union–Council of Europe youth partnership, spoke about other future initiatives. He mentioned the proposal made by the former Yugoslav Republic of Macedonia, a youth gathering would be made during the country's

chairmanship of the Council of Europe in September 2010. This could be a good starting point for future actions and developments of the SEE Youth Council. He also underlined that there should be a focus on evidence based policy and the major issues from the Agenda 2020 of the CoE. Lobbying for youth issues in the region was needed, with emphasis on a bottom-up approach with national initiatives. There is a need for leadership in local/regional initiatives. There is also a need for virtual communities, with the aim of exchanging information and good practice examples, to be enhanced.

Sonja Mitter, coordinator of the SALTO-YOUTH SEE Resource Centre, concluded that progress had been made since the first seminar. This could be seen in terms of the depth of information shared, the thematic focus of the event, the range of participants attending the seminar and the concrete outcomes of the event. She hoped that participants would take at least some of the ideas and contacts further after the seminar. Non-formal learning could take an

important role in the process of transition from education to work, and it would be especially important to increase the awareness and understanding about it among young people. SALTO-YOUTH was going to celebrate its tenth anniversary in 2010 and there would be events which would take the reflection about the links between youth policy, education, non-formal learning and youth employability further.

Zorko Škvor from the Slovenian Ministry of Education and Sport took an opportunity for a few brief closing words. He thanked everyone, expressing hope for the fruitful use of the seminar results. He also stressed that this was a very diverse region and that a differential approach based on comparable data was needed.

Further information about the seminar and for additional attachments see the EU-CoE youth partnership website under:

http://youth-partnership-eu.coe.int/youth-partnership/regional_cooperation/southeasteurope.html

Appendices

a) Review of the Situation by Country

The following data was presented during the seminar by the participants

Table 1: Youth employment situation

	Youth Unemployment Rate (%)	Main Challenges	Differences in the Progress at the Labour Market for Various Groups
Albania	35.5%	no data	Young women and low qualified young people are at greater risk
Bosnia and Herzegovina	Age 19-24: 16.07% Age 26-30: 16.45%	Administrative division: BiH is divided into three entities: Federation of Bosnia and Herzegovina (F BiH), Republic of Srpska (RS), and Brčko District. Long-term youth unemployment due to: <ul style="list-style-type: none">- lack of work experience- mismatch of education system, national qualifications framework and labour market needs- depreciation and loss of knowledge and skills due to long-term unemployment- no possibility to apply the knowledge and skills obtained through education A large number of young people in the labour market in Bosnia and Herzegovina are employed in the informal sector. They have no pension or health protection.	Low qualified are the most affected

* All reference to Kosovo, whether to the territory, institutions or population, in this text shall be understood in full compliance with United Nations Security Council Resolution 1244 and without prejudice to the status of Kosovo.

	Youth Unemployment Rate (%)	Main Challenges	Differences in the Progress at the Labour Market for Various Groups
Bulgaria	18-29 years: 46,110 (18% of all unemployed, one of the lowest in the EU) for the first 6 months of 2009, a little increase in comparison to the same period of 2008, explicable probably with the initial effects of the economic crisis. 9,166 young unemployed for more than 1 year period.	Annual reports on youth regularly point out: 1. lower education and lack of qualification 2. no adequate inter-relation between those graduated with given professions and the real demands of the labour market 3. no work experience of young people, though a condition required by employers. Role of the grey market, low initial salaries proposed by employers, no effective implementation of labour laws and requirements by employers	As a rule, low qualified have difficult access. Three main factors: 1. ethnic structure of the population: unemployed are 11% of young ethnic Bulgarians, 34% Turks, and 69% Roma 2. education structure: 55% of young people with lower than primary education are unemployed against just about 1.4% of those with higher education 3. living place structure: 43% of those living in villages against 7% of those living in the capital
Croatia	28.9%	Grey market Short-term contracts for young people High employers' demands on the young employees (previous work experience is almost always a pre-requisite).	Young people with low qualifications and young people without work experience have most difficulties in finding a job.
The former Yugoslav Republic of Macedonia	57.7%	no data	no data
Kosovo*	more than 40%	no data	- low skilled - no work experience
Montenegro	Total: 38.3% Qualification structure: I & II: 14.43% III, IV & V: 69.25% VI & VII: 19.32%	- low motivation to work and learn - low level of responsibility - lack of applicable, practical knowledge - lack of working habits and experience - work in grey economy - not enough employment possibilities in some regions - work migration only towards the capital and coast cities	Young people without qualifications or working experience.
Romania	39.7%	- 'black' labour market - emigration - precarious jobs	Low qualified without working experience are the most affected.
Serbia	47.8%	no data	no data
Slovenia	10.1%	no data	no data

	Attitudes Towards (un)employment	Work Migration	Relationship Between Family and Working Life
Albania	no data	no data	no data
Bosnia and Herzegovina	no data	no data	no data
Bulgaria	Youth unemployment is generally not regarded as a key problem, especially in the last years, according to national sociological surveys. Many young people declare they would rather stay unemployed for a considerable period of time than taking a job with a small payment and unsubstantial career opportunities.	There is no reliable statistical data. An estimated 500-700 thousand people have emigrated since 1990, about 20% of them – having higher education. About 50,000 Bulgarian students are currently studying abroad. There has been a trend in the last years for low qualified young people to strive to emigrate rather than those with higher qualifications and knowledge. Another issue is the domestic migration: young people going to the largest cities and especially the capital looking for a job.	Gradually increasing average birth age for women, about 25.3. Very high average age of young people when they leave their parents' homes, 31.5, one of the highest in the EU. Difficulties in combining family commitments and working life – situation complicated by the low incentives proposed by the state in terms of lodging credits, child care, etc.
Croatia	In almost all surveys young people stress unemployment as one of the major problems. At the same time, young people are only slightly more flexible in searching for a job; most people do not want to move to another town or to change profession.	There is no reliable statistical data on youth emigration. Croatia has always been a country with high emigration but an increase in emigration of the educated youth may be noticed since the 1990's.	Due to difficulties in finding a job young people cannot obtain their own housing and so the starting of their own family is postponed.
The former Yugoslav Republic of Macedonia	no data	no data	no data
Kosovo	no data	no data	no data

	Attitudes Towards (un)employment	Work Migration	Relationship Between Family and Working Life
Montenegro	<ul style="list-style-type: none"> - unemployment is the main problem - low motivation to work for low salaries - employers do not respect enough young people's knowledge and skills - low motivation to learn more and change profession - not willing to work in another town 	<ul style="list-style-type: none"> - no reliable data about youth emigration - observed immigration of young people, mostly during summers 	<ul style="list-style-type: none"> - no reliable data - founding family is postponed - young people have to rely on the 'grandparents' service mostly, instead of using kindergartens. There are either not enough places in the kindergartens or they are too expensive - many young people, even married, live in the family of origin – poor possibilities to live independently (low income)
Romania	<ul style="list-style-type: none"> - More than 80% of young people believe it is a problem for young people to find a job. - More than 90% of young people blame corruption for the bad position of young people. - 40% of young people are not satisfied with the Government's undertakings in the field of youth employment. 	no data	no data
Serbia	no data	<p>Support to national programmes: MDG Spanish fund, Government of the Republic of Serbia.</p> <p>Partners: IOM, UNICEF, UNDP, ILO, Ministry of Youth and Sport, Ministry of Economy and Regional Development, Ministry of Work and Social Policy, Ministry for Human and Minority Rights, National Employment Service, Institute for Statistics.</p>	no data

Table 2: Formal and non-formal education and professional training

	Labour Market and Skills Requirements	Routes from Education to Employment	Role of Non-Formal** and Vocational Education in Stimulating Employability
Albania	no data	no data	no data
Bosnia and Herzegovina	no data	no data	no data
Bulgaria	<p>The great problem is the weak link between the acquired education and the skills necessary for exercising a given job. Generally, more than half of young people do not work in the sphere they graduated.</p>	<p>The young person should find their job usually by themselves. As a rule (with some possible exceptions in computer technologies and management) companies do not work closely with universities. Moreover, there is a considerable lack of vocational schools behind the requirements of corresponding economic sectors.</p>	<p>It is not a crucial factor. It is almost not encouraged by the state and left to the desire of companies to develop some kind of training.</p>
Croatia	<p>Employers more and more tend to ask for more qualified people on low paid and unstable jobs.</p> <p>Most people with less than a university degree lack transferable skills.</p>	<p>More than 90% of young people have secondary education. The share of young people with a university degree has increased to 20%.</p> <p>In employment, we can differentiate:</p> <ul style="list-style-type: none"> - those who find well paid and secure employment in foreign-owned companies - those who enter the public sector - those who succeed in establishing private businesses – a significant proportion of self-employed youth can be described as ‘forced entrepreneurs’ – for them this is the only way of supporting themselves and their families - those who are moving between very often poorly paid and insecure jobs in the private sector 	<p>Role of non-formal education is getting more and more recognition. There are many courses in formal and non-formal education system offering help in acquiring transferable skills.</p>

** Education that is not obligatory and structured and is learned outside the context of a formal school.

	Labour Market and Skills Requirements	Routes from Education to Employment	Role of Non-Formal** and Vocational Education in Stimulating Employability
The former Yugoslav Republic of Macedonia	no data	no data	no data
Kosovo	no data	no data	no data
Montenegro	<p>Employment Agency of Montenegro (EAM) prepares annual surveys on employers' demands; analyses job vacancies, 'grey job vacancies' and structure of immigrants – to know demands of employers. According to this data, EAM plans training programmes.</p> <p>Employers want 'prepared' workers having practical skills and experience, ICT skills, foreign languages.</p>	<ul style="list-style-type: none"> - – EAM: career guidance through the CIPSEs and counsellors in the employment offices - – individual employment plans, information and motivation seminars, training programmes, job fairs - – subventions for the first employment – trainees having IV, VI and VII level of education - – on-the-job training programmes - – motivational seminars and professional rehabilitation and employment of persons with disabilities 	EAM permanently organises training courses that enable the updating of professional skills, adopting knowledge in another profession; courses that provide transferable skills (languages, computer skills, driving licence...)
Romania	<ul style="list-style-type: none"> - Only 40 – 50 % of the graduates find a job in their qualification - The most disadvantaged: graduates in human sciences - Employers demands: higher education for a secretary 	39% of young people thinks there is a problem in access to a desired education	no data
Serbia	no data	no data	no data

	Organisation of Vocational Education and Training (VET)	Promotion of Entrepreneurial Skills	Structures of Professional Further Training (including life-long learning)
Albania	no data	no data	no data
Bosnia and Herzegovina	no data	no data	no data
Bulgaria	There are some steps in this direction: the existing project for the creation of centres for encouraging entrepreneurship oriented towards some universities. Main problems here include limited access to consultation services, funding, and the still underdeveloped entrepreneurial culture.	Currently a very small number of people take part in life-long learning programmes. Most of them do not declare a desire to proceed with their training in other spheres. Young people are more widely included: about 37% of unemployed young people.	no data
Croatia	Both formal and non-formal systems offer vocational education and training. In the formal system it usually lasts for 3 years, exceptionally for 4. In the non-formal system it is usually 1 year.	There are incentives for young entrepreneurs from the Croatian Employment Service and both national and local governance but the success rate is not high.	Life-Long Learning has been increasingly promoted in the last years but only young highly educated people really recognize the importance of it.
The former Yugoslav Republic of Macedonia	no data	no data	no data
Kosovo	<p>I. Support to vocational education students:</p> <ul style="list-style-type: none"> - 20,000 students graduate each year - 2/3 of students with no practical learning in enterprises – no real work experience - ALMP – MLSW – MEST – Private Enterprises - ‘practical learning and professional training’ <p>II. Professional practice enterprises: pilot project in cooperation with MEST and MLSW.</p> <ul style="list-style-type: none"> - 12th grade students from 17 vocational schools - professional practice at 60 enterprises - monitored and supervised by teachers/enterprises/ ALMP - work-safety brochures and posters distributed - work-place injury insurance covered - career guidance and counselling 	no data	no data

	Organisation of Vocational Education and Training (VET)	Promotion of Entrepreneurial Skills	Structures of Professional Further Training (including life-long learning)
Montenegro	Both formal and non formal systems offer vocational education and training. In the formal system it lasts for 3 or 4 years. In the non-formal it is usually several months (3, 6). VET Centre develops training programmes, together with EAM and other relevant stakeholders.	EAM organises courses for future entrepreneurs that could provide credits for the self-employment through the EAM. The National Agency for SME's promotes and develops entrepreneurial skills among pupils: in primary schools as an extra curricula subject; in secondary vocational schools as an obligatory subject.	Life-Long Learning is widely accepted as a principle. It depends on individuals and companies as to what extent it is applied: matter of personal motivation (promotion), demands of work, and finance.
Romania	no data	no data	no data
Serbia	Second chance education – vocational training opportunities.	<p>Strategic goal: Encourage and stimulate all forms of youth employment, self-employment and entrepreneurship:</p> <ul style="list-style-type: none"> - raising awareness about youth entrepreneurship - improving the perspectives for self employment - promoting the concept of youth entrepreneurship - introducing practical teaching of entrepreneurial skills - Trainings, business skills, business plans, active job searching - Trainings for trainers, how to provide support to young people to start up their businesses - Support to young people who live in rural areas – agricultural entrepreneurship - Design factory – artistic entrepreneurship - Cooperation with international partners – development of youth entrepreneurship in Serbia - Donor: Kingdom of Norway, implemented by Agency for development of SME, BIP with support of Ministry of Youth and Sport and Ministry of Economy and Regional Development <p>Strengthening Youth Entrepreneurship (PPES Programme). Aim: improvement of entrepreneurial and market skills among young people through:</p> <ul style="list-style-type: none"> - capacity building trainings for youth office coordinators - promotion and implementation of programmes for young people 	<p>Non formal education (giving information, developing business skills, active job searching, writing projects, intercultural workshops, promotion of volunteerism, tolerance, IT education, languages, design...)</p> <ul style="list-style-type: none"> - establishing internet clubs - organization of sport and cultural events - campaigns (health, tolerance, safety, environment) <p>The activities of youth offices involve around 10,000 young people on a monthly basis.</p>

Table 3: Policies and Measures

	Labour Market Policies	Programmes for Integration of the Unemployed Youth	Programmes for Young People not in Education, Employment or Training (NEET)
Albania	no data	no data	no data
Bosnia and Herzegovina	<p>Programme for the Employment of young people without work experience with a university degree, higher, secondary education, highly skilled and qualified.</p> <p>Employment Programme for Assistants at Institutions of Higher Education and Research Institutions.</p> <p>Programme by Education to Job.</p> <p>The acquisition of volunteering experience for persons of high and vocational qualifications.</p> <p>Project recruitment of trainees with high qualifications in the Republic of Srpska, the aim of the project is employment of 100 trainees with high or higher education.</p>	no data	no data
Bulgaria	<p>There are a big variety of programmes: National Programme 'Career Start' aimed at up to 29 years old unemployed young people having no work experience and just graduated from universities (about 550 people annually involved).</p> <p>Programme Supporting Maternity aimed at returning mothers to employment through providing baby-sitting (about 610 people annually).</p> <p>Programme Raising young people's suitability for employment aimed mostly at school dropouts through providing some kind of professional training (about 250 people annually; but only a small portion actually become reintegrated into the labour market).</p> <p>Weaknesses include: the absence of National Youth Policy integrating the efforts of different institutions, the inadequate promotion of programmes and the small number of people involved, the lack of coordination and monitoring, the lack of sufficient integration between labour market policies and the private sector, etc.</p>	<p>There are initiatives aimed at young people's leisure time. Among them: the 'National Programme for Youth Information' and 'Consulting Centres', mediating the state, municipalities and NGO's for providing modern services for young people's leisure time; 'Programme for Youth Activities' co-funded by EC, Youth in Action Programme, etc.</p>	<p>There is no specific policy oriented towards young people. Like all the other citizens, young people are entitled to health insurance and unemployment benefits.</p>
Croatia	<p>Programmes cover a range from employment of vocational schools graduates, highly educated youth without working experience, entrepreneurial incentives, to young disabled people.</p>	<p>From the official level there are only programmes directed at employment. But, NGO's offer a wide range of integration programmes.</p>	<p>Continuation of education or training mostly depends on the young people themselves. Only when it comes to employment are there elaborated programmes.</p>
The former Yugoslav Republic of Macedonia	no data	no data	no data

	Labour Market Policies	Programmes for Integration of the Unemployed Youth	Programmes for Young People not in Education, Employment or Training (NEET)
Kosovo	<p>I. Strengthening the capacities of labour market institutions:</p> <ul style="list-style-type: none"> - implementation of active labour market measures - development of individual employment plans - individual counselling and job search assistance - provision of targeted employment and training services - prepare and monitor training plans - conducting of skills needs surveys - tracer analysis - development of competency based curricula <p>II. Direct Assistance to unemployed – more than 7,500 young beneficiaries Kosovo wide</p> <p>III. Employment/training programmes:</p> <ul style="list-style-type: none"> - Support to people with disabilities - Public works projects 2005 – 2006 - On the job training - Pre employment training - Wage subsidies - Internship scheme - Institution and enterprise training - Vocational training - Professional practice at enterprises for VET students 	no data	no data
Montenegro	<p>Programmes for young people: Workshops for young people. Target Group: Young unemployed persons with completed secondary and university education. General Target: To stimulate personal development. Focused On:</p> <ul style="list-style-type: none"> - practicing strategies for planning own career through self-evaluation - increased motivation - exchange of experience with members of a group - information about labour market (visible and invisible) <p>Desirable Skills:</p> <ul style="list-style-type: none"> - professional skills - transferable skills: team work, communication, negotiation... - demonstrating, connecting and practicing skills - how to provide information about vacancies - training strategies for active and persistent job searching - how to apply for a job (cover letter, CV) <p>Chance for Young Managers: Organised by EAM, Directorate for Small and Medium Entrepreneurship (SME), 'Adižes Montenegro' Target group: Young university graduates, future managers, mostly economists. Seasonal Employment of Young Persons: Partners: Ministry of Tourism and Environment Protection, EAM, NGO's. Sunny workshop – public work: Partners: EAM, local communities, Faculty of Fine Arts, NGOs. Target group: Young people with disabilities Government Programme for subsidising salaries during first employment of young graduates with university education/ internship (1 or 2 years) Participation in 'Roma Decade 2005-2015'; in the Project 'The Second Chance' (Roma). Project 'I will succeed' – for young people with disabilities. Government programme: 'Job for You' – realised in underdeveloped areas.</p>	<p>All programmes from the first column:</p> <ul style="list-style-type: none"> - Training programmes - Self-employment programmes - Professional rehabilitation and employment of persons with disabilities - Public works - On-the job training programmes - Subsidies for first employment - Subsidies for some categories of workers (seasonal employment, persons with disabilities) 	<ul style="list-style-type: none"> - Literacy courses (I level of qualification) - Training programmes aimed to provide first employment (II level of qualification)

Labour Market Policies		Programmes for Integration of the Unemployed Youth	Programmes for Young People not in Education, Employment or Training (NEET)
Romania	no data	no data	no data
Serbia	no data	Support for policy development (integrated service delivery, linking social services and employment. Project is targeting young people with fewer opportunities (poor, unemployed) in 37 municipalities of Belgrade, South Backa and Pcinj District. Cooperation with local self-governments – youth offices: 98 local and 6 regional youth offices have been formed in which different programmes and activities are conducted.	no data



	Social Protection of the Unemployed Youth	Structure of Career Counselling	Modes and Accessibility of Information on Training and Employment
Albania	no data	no data	no data
Bosnia and Herzegovina	no data	no data	no data
Bulgaria	no data	Initiatives: 'Careers' Forum, National Programme for professional orientation and realization 'The Bulgarian Dream', centres at the large universities. Nevertheless, there are considerable problems in expanding this network in the provinces and the smaller settlements.	There exists a National Information System for Youth (since 2006) which provides a register of youth organizations working in the domain. Yet a large working network disseminating information and easy to access is not in progress.
Croatia	All people have health insurance according to the Constitution. Young people are entitled to the unemployment benefits if they were at least for 9 month unemployed.	There is career counselling at the local employment services but it still has not entered the educational system.	There are info-points at the employment service and local youth NGO's.
The former Yugoslav Republic of Macedonia	no data	no data	no data
Kosovo	no data	no data	no data
Montenegro	All unemployed persons have health insurance during their stay on the EAM records. Young people are entitled to unemployment benefits if they have been at least 9 months employed. For recipients of the unemployment benefit both health and pension-disability insurance is paid for the period of receiving UB.	In all 7 regional offices counsellors for career guidance work at: - individual counselling - group work Private employment agencies have this service too.	- EAM internet presentation - Info-points in local EAM agencies - 3 x a week in 2 daily newspapers are published regular job vacancies – information provided by the EAM - through SME service are available all job vacancies recorded at the EAM
Romania	no data	no data	no data
Serbia	no data	no data	no data

Role of Family in (un)employment

Albania	no data
Bosnia and Herzegovina	
The former Yugoslav Republic of Macedonia	
Kosovo	
Romania	
Serbia	
Bulgaria	Many young people get financial and housing help from their families.
Croatia	
Montenegro	



b) Seminar Programme

Wednesday, 21 October 2009

Afternoon: arrivals, transfer and accommodation: check in at the Hotel Kokra, Brdo pri Kranju

18.00 – 21.00	Dinner available
19.00 – 20.00	Registration for the seminar
20.00	Get-to-know gathering

Thursday, 22 October

09.30	Plenary Opening <ul style="list-style-type: none">• Moderator, Mr. Zorko Škvor Undersecretary, Ministry of Education and Sport – Office for Youth of Republic of Slovenia• Welcome words on behalf of the Ministry of Education and Sport – Office for Youth of Republic of Slovenia, Director, Mr. Peter Debeljak• Importance of youth employment, Mr. Ulrich Bunjes, Deputy Director, Directorate of Youth and Sport of the Council of Europe• Introduction to the seminar context, aims, objectives and programme. Presentations of the preparatory team and participants, Ms Marta Mędlińska, Partnership between the European Commission and the Council of Europe in the field of youth
10.45	Coffee/Tea break
11.00	Social context of employment of young people in the region, Dr. Metka Kuhar, Faculty for Social Science, University of Ljubljana Questions and discussion
12:00	Measures and Programmes for better employability of youth, Ms Mateja Sedej, Undersecretary, Head of Sector for Long Life Learning, Ministry of Labour, Family and Social Affairs
13.00	Lunch, Hotel Kokra
14.30	Working groups: researchers, policy makers and practitioners – Sharing about youth Employment realities in the countries of South East Europe
16.00	Coffee/Tea break
16.30	Sharing about youth employment realities in the SEE countries, continued in working groups
17.30	Plenary, Conclusions of the day
18.00 – 20.00	Dinner

09.30	<p>Plenary, Presentation of good practices in promoting youth employment and employability</p> <ul style="list-style-type: none">• Youth Employment and Unemployment in Romania, Mr. Sorin Mitulescu, Ministry of Youth and Sports• Examples of Good Practice Programmes for Young People in Montenegro, Ms Branka Racković, Employment Agency of Montenegro• Recognition of Non-Formal Learning (NFL) – Project NEFIKS and Second Chance Employment Programme PUM, Ms Alenka Blazinšek, National Youth Council of Slovenia• Active Labour Market Programme for Youth, Mr. Alban Kryeziu, United Nations Development Programme,• Project Learning for Young Adults (PLYA)
11.00	Coffee/Tea break
11.30	<p>Plenary, Presentation and discussion on good practices in promoting youth employment and employability in the region</p> <ul style="list-style-type: none">• Analyse of Youth Position in Bosnia and Herzegovina, Mr. Samir Zuko, Labour and Employment Agency of Bosnia and Herzegovina• Youth Information Agency in Bosnia and Herzegovina, Mr. Jan Zlatan Kulenović, Youth Information Agency• Youth Policy and Youth Employment in Serbia, Ms Zora Krnjaić, Ministry of Youth and Sport, Republic of Serbia• Short presentation of the Action Plan of the former Yugoslav Republic of Macedonia, Mr. Aleksandar Kirkovski, National Committee for preparation of an action plan on implementation of the National Youth Strategy• Short presentation of the European Youth Forum, Mr. Luca Scarpiello, European Youth Forum• Activities of the Youth in Action Programme of the European Commission and SALTO Resource Centre SEE, Ms Sonja Mitter• Short presentation of employment system in Albania, Ms Evis Fico, National Employment Service of Albania <p>Forming thematic working groups (see below)</p>
13.00	Lunch
14.30	Work in thematic groups, developing project proposals.
16.30	Coffee/Tea break
17.00	<p>Presentation of thematic groups' results:</p> <ul style="list-style-type: none">• Case of Prijepolje, presented by Ms Ivana Mijić• How to bring together relevant stakeholders for youth education and employment, presented by Ms Martina Štabi• Taurus Programme, presented by Ms Vesna Kržan and Mr. Jan Zlatan Kulenović• Transition from Education to Work, presented by Mr. Igor Milošević
18.30 – 20.00	Dinner

Saturday, 24 October

09.30	Plenary, Elaborating initiatives for enhancing youth employment and Employability in SEE
10.30	Coffee/Tea break
10.45	Presentations of conclusions and outcomes of planning the initiatives
11.15	Concluding session <ul style="list-style-type: none">- Mr. Hanjo Schild, Head of Unit, Partnership between the Council of Europe and the European Commission in the field of youth, Strasbourg- Ms Sonja Mitter, Coordinator, SALTO-YOUTH South East Europe Resource Centre, Ljubljana- Mr. Zorko Škvor, Ministry of Education and Sport – Office for Youth of Republic of Slovenia
12.00 – 14.00	Lunch and departures



c) List of Participants

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European Commission – Council of Europe youth partnership

In the last twelve years the Council of Europe and the European Commission have developed a close co-operation in the youth field. Since 1998, this partnership between the two institutions has focused first on 'European Youth Worker and Youth Leader Training' and from 2003 also on 'Euro-Mediterranean youth co-operation' and 'Youth Research'. In 2005 these three separate covenants formed one single Partnership Agreement with the aim to provide a lasting framework for the joint development of a coherent strategy in the field of youth worker training, youth policy and youth research.

The four general objectives of the partnership shared by the European Commission and the Council of Europe are:

- Citizenship, participation, human rights education and intercultural dialogue
- Social cohesion, inclusion and equal opportunities
- Recognition, quality and visibility of youth work and training
- Better understanding and knowledge of youth and youth policy development

The activities of the partnership mainly address the needs of young people, resource persons and actors in youth policy in the member states of both partners. Regional focus may also be on countries covered by the European Neighbourhood Policy or on any other country which is the subject of priority cooperation of both partners.

The main activities are training sessions, thematic research seminars and network meetings involving youth workers and youth leaders, trainers, researchers, policymakers, experts and practitioners on topics mentioned above and leading to a structured dialogue and exchange of good practice.

For more information please consult the partnership website:

<http://youth-partnership-eu.coe.int/>

Council of Europe
Conseil de l'Europe



European Union
Union Européenne

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

SALTO-YOUTH South East Europe Resource Centre

The SALTO-YOUTH South East Europe Resource Centre (SALTO SEE) is one of eight SALTO Resource Centres which have been established by the European Commission to support the implementation of the Youth in Action Programme in different priority areas. SALTO stands for Support, Advanced Learning and Training Opportunities.

SALTO SEE aims to facilitate and increase the participation of the Programme's neighbouring partner countries of South East Europe in the Youth in Action Programme. The Centre offers support and training for Youth in Action National Agencies and project organisers to promote cooperation and improve the quality of Youth in Action projects between Programme countries and the region of SEE.

Within the overall perspective of future accession of the SEE countries to the European Union, SALTO SEE actively supports the process of all countries of the region towards envisaged full membership to the Youth in Action Programme.

The Centre's main activities include

- Training and partnership building activities organised in cooperation with National Agencies
- Training of volunteers in SEE within the European Voluntary Service (EVS) programme
- Accreditation of EVS project promoters in South East Europe
- Support publications

The Centre works in close cooperation with the National Agencies of the Youth in Action Programme, and with the support of a network of Youth in Action Contact Points in the countries of SEE, as well as pools of trainers (for EVS volunteer training courses) and accreditors.

More information is available on the SALTO-YOUTH SEE website:

www.salto-youth.net/see

SALTO-YOUTH
SOUTH EAST EUROPE
RESOURCE CENTRE



Education and Culture