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REPORT: **INTERNATIONAL** **YOUTH EXPERT** **CONFERENCE**

BANJA LUKA

14 - 17 DECEMBAR 2021.

YOUTH RETENTION PROGRAM IN BOSNIA AND HERZEGOVINA - GENERAL MOBILIZATION



International Youth Expert Conference

Banja Luka, 14 to 17 December, 2021.

REPORT

The International Youth Expert Conference on the topics of education and employment of youth was held in Banja Luka in the period from 14 to 17 December, 2021. The focus of the Conference was on the topic of youth retention in BiH, i.e. through active dialogue and exchange of ideas to identify changes that need to be made in the process of education and employment in order to reduce, slow down or even stop the trends of young people leaving BiH.

The conference was attended by 40 participants, and additional 50 participants online, from 6 different countries and 13 different cities. Twenty nine (29) experts - panelists, representatives of domestic and foreign institutions, universities, embassies, local and international non-governmental organizations - presented their views, experiences and examples of good practice in the field of employment, higher education and youth policies (list of participants).

The Conference was realized within the project "Youth Retention Program in BiH - General Mobilization" which is implemented by the Citizens Association "Nešto Više", in partnership with the Center for Youth Development PRONI from Brčko with the financial support of the European Union.

The overall goal of the project is to strengthen the capacity of youth organizations to take part in education and employment reform in order to keep young people in Bosnia and Herzegovina. This is planned to be achieved by establishing a cross-sectorial network for advocacy in employment and education, strengthening the capacities and competencies of youth organizations in order to increase the impact of advocacy on improvement of youth policies in employment and education, improvement of the legal and political framework for young people through cooperation between relevant employers' associations and relevant institutions at all levels, as well as by increasing awareness of the role and importance of the loss of the youth population in BiH.

Photos from the conference can be found at ([this link](#)). Information on other project activities are available on the official profiles of the following social networks: Facebook - <https://www.facebook.com/opstamobilizacija> and Instagram - <https://www.instagram.com/opsta.mobilizacija/>, as well as the web sites of the project partners: <https://nestovise.org/> i <https://www.proni.ba/> .



Below you can read more about the course of the conference by day and read the conclusions of the conference that will help us in our future work in these fields of work.

Report from the working part of the conference, by day

First day; Wednesday, December 15, 2021

OPENING OF THE CONFERENCE AND WELCOME BY THE ORGANIZER

- **Sonja Davidović, Minister of Family, Youth and Sports of Republic of Srpska**

in her address she greeted those present and expressed her satisfaction for the opportunity to participate in discussion of the important issues for young people and finding the answers that young people are looking for. *“In the Republic of Srpska, we have the same situation as in the world, the trend of young people leaving, is noticeable. We are trying, in every way, to determine the measures that will have the ultimate effect so that young people can see their future in this area. The Government of the Republic of Srpska has a number of measures that provide opportunities for young people to stay, but again, the time shows that this is not enough”*. The Minister pointed out that they are currently working on the development of youth policy, and that they have positioned the basic strategic issues, employment and housing for young people, because they have recognized them as the key problems of this population. *“We have noticed that young people today have lost trust in institutions and the whole system, and that we must all work together to restore that trust of young people in institutions”*. The Minister pointed out that the Ministry tries to involve and hear the opinion of young people in various ways when drafting documents.

- **Vladimir Pandurević, Program Manager of the Delegation of the European Union to BiH**

at the beginning of his address, he greeted everyone present and thanked everyone for their participation. He said that the Delegation recognizes the challenges that society and youth face, and how they support young people in their efforts to truly be a driving force in society. One of the indicators of recognizing the importance of young people is the year 2022, which has been declared as the year of youth. Mr. Pandurević pointed out that society and trends are much different than 20 years ago, especially in the field of digital media, which are becoming increasingly important among young people, and that we should keep this in mind when working with young people.

- **Duško Cvjetinović, Manager of the Project "Youth Retention Program in BiH - General Mobilization"**

he thanked all the participants who expressed their willingness and took the time to participate in the conference, and he wished them pleasant and productive work. He gave an overview on the goal of the project, which is to create a partnership between government institutions and youth in order to keep young people in BiH. The challenges that young people face when trying to see their future in this area, the quality of education and employment opportunities are the main causes that drive young people to leave BiH, and this project addresses it. Dialog among young people, strengthening their advocacy capacities, their impact on employment and education, positive examples in practice, raising public awareness of the importance of youth retention, are just some of the areas we will touch on during this conference, which will also be covered by the conference conclusions and the results of the project itself. *“We need to work with young people, constantly. The institutions need to have enough attention to hear the voices of youth and their needs, and to help them to meet those needs through their systemic solutions. Also, we often hear how the atmosphere in the society is negative and how it affects the departure of young people. We believe that the media are a key factor in this case and that they have great influence and should be involved in the process of creating a more favorable environment for young people to stay”* said Mr. Cvjetinović.

After the opening of the conference and the introductory presentation, the facilitator gave the participants the opportunity to discuss.

Questions:

1. Amer Osmić, Professor, Faculty of Political Science, University of Sarajevo;

“We know young people don't see a perspective here. Do we know what young people need here, in order to reduce the number of those who leave?”

Answer:

- Sonja Davidović, Minister of Family, Youth and Sports of Republic of Srpska:
“It is very difficult to answer that question. Young people have always been leaving because they were eager to gain new knowledge and experience. I think we need to think in the context of the return, what they actually need to return. We have a program at the level of the RS Government to provide the best students with the opportunity to do internships, which will help them get employment in future. We hired a girl who was the best student with all the best grades and she became one of the best employees. When you give young people a chance to work, it shows us their will and willingness to work. Also, one of the programs that we recognize as key to supporting young people is housing assistance, which has been operative since 2008 and the program is transparent. I would highlight this as examples that can help retain young people here.”

2. Adina Halilović, Youth Mobility Manager PRONI Center for Youth Development;

Question for Minister Davidović: *"Professional internship programs in BiH are neglected and underdeveloped. How the government institutions like the Ministry you lead, can concretely start to change that situation? I do not mean here only the best students or students and the talented ones, but all the young people."*

Answer to the question: *"A very good question, which we have not dealt with in detail so far. I suggest that we arrange a meeting on this very topic with my colleagues and other key actors, and see what we can do."*

Question for Mr. Pandurević: *"Do you have planned activities in cooperation with the non-governmental sector for 2022, which is actually the year of youth?"*

Answer to the question: *"We, as Office of the Delegation, do not operate in that way, therefore we have no activities. We support activities for young people through various funds to which organizations apply. We are just completing the project that we financially supported, which enabled student internships for young people. This can be one of the possible solutions. Next year, we will continue to support all segments of the society."*

PANEL No.1: Employment

- **Maja Miljević, Mistral Solutions (presentation)**

During the presentation, we had the opportunity to hear both positive and negative experiences of Ms. Miljević when starting a business in BiH and Banja Luka. After all the obstacles, Ms. Miljević returned to BiH and Banja Luka and decided to be support to entrepreneurs in developing their current business and starting a new business. *"We are all equally responsible and we need to understand the positions we are in, and work together to solve the problems we have."*¹

- **Drago Gverić, Foundation Innovation Center Banja Luka**

We are a Business Incubator² which aims to help young people who are just starting out with their business. In our work, we deal with overcoming two challenges, creating a business idea at the beginning, and the realization of that idea. A program we had enabled the prequalification of labor force, which helped many to get a job. *"Formal education has a beginning and an end. We at the Innovation Center nurture the trend of non-formal education. We believe that formal education is the basic foundation which we continue to build through non-formal education,"* said Mr. Gverić.

¹ <https://www.mistralsolutions.com/>

² <https://icbl.ba/>

- **Milka Marković, Union of Employers' Associations of RS ([Presentation](#))**

In the presentation it is emphasized that the employment of young people, as the most productive workers, should be subsidized, and that it is necessary to include young people in the world of work as soon as possible. This can be achieved by enabling the youth seasonal work and by non-taxation of participant and student's work.

- **Ajla Mahmutović, Youth Council Cazin (presentation)**

The city of Cazin is one of the leading cities in terms of the number of emigrants of young and educated people, and one of the main reasons is the lack of employment opportunities. Through the activities of the Youth Council³, in addition to the promotion of volunteerism and work with young people, one of the focuses is youth employment. *"The solution for employment in the field of sales and agronomy is one of the ideas created by young people gathered for a cup of coffee. People who were engaged in domestic production had nowhere to sell their products. The problem was solved about 10 days ago, by opening a store with domestic products, where young people also got the opportunity for employment,"* said Ms. Mahmutović.

PANEL No.2: Employment

- **Miroslav Valenta, Caritas⁴ BiH ([Presentation](#))**

In his presentation and discussion, he referred to the achieved results of the YourJob project⁵ they have implemented in several cities in BiH. The project is of international character and is mostly covered through the Erasmus+ program. The project has so far provided 25 grants to young people to start their own business including prior education. In addition to all the benefits that the project has achieved, Mr. Valenta expressed dissatisfaction with the media in Banja Luka who did not respond to the activities during which the results were presented. And with that, he actually followed up on the already open topic in the first panel, on the influence of the media on young people and cooperation with them.

- **Dijana Bašić, Youth Center Prnjavor⁶ ([Presentation](#))**

Prnjavor Youth Center was presented as a positive example of work with young people and active youth. After 9 months of official operation, the Youth Center received space from the municipality, and they recently managed to receive financial support through the municipal budget. Ms. Bašić pointed out that through their work, they also noticed the problem of youth unemployment and unpreparedness for the labor market. Consequently, they strive to provide young people with education through non-formal education and counseling, so that they are ready to apply for jobs and start their own businesses. In order to better present young people in the media, they decided to create shows in which they present positive examples of young people

³ <https://www.facebook.com/vmcazin/>

⁴ <https://www.caritas.ba/>

⁵ <https://www.facebook.com/YourJobBiH/>

⁶ <https://www.facebook.com/ocprnjavor/>



(activism and business) and publish it on the YouTube channel of the center and on the official website.

- **Monika Teczar, Regional Labor Office in Rezeszow⁷, Poland (presentation)**

In her address, Ms. Teczar pointed out the possibility of using virtual reality when choosing an occupation that best suits a young person. Through a virtual reality program, by matching the advantages and disadvantages of an occupation and a person, they get answers as how appropriate a match is. They believe that this method provides greater flexibility, control, and more opportunities, which can help in choosing a career and easier entry into the labor market. Next year, they expect the official results on the impact, which they will present to the public.

Questions from the participants after the panelists' presentation:

Questions: *How can NGOs get a minute in the media?*

Answer to the question, Dijana Bašić, Youth Center Prnjavor: *"It is important for NGOs to work on the right value system, and when there is no opportunity, to create it ourselves. You try to put the person at the center and see the reason and background reasons why they don't want to move themselves. Computer literacy is not so much present among young people; they lack knowledge on how to improve their position and how to enter the labor market."*

Question, Adina Halilović, Manager for Youth Mobility PRONI Center for Youth Development: *"Continuity in the work and the results we achieve largely depend on how much money we have to work and to finance our work. How these achieved results can become systemic solutions adopted at higher levels?"*

Answer to the question, Miroslav Valenta, Caritas BiH: *"Whether and in what way an initiative will be adopted is a difficult question. Cooperation with government institutions should enable the sustainability of these initiatives, but also contribute to the creation of more opportunities. One example of this could be our project that aimed to employ people with disabilities. In cooperation with government institutions, we approached employers and showed that it is OK to hire a person with a disability and that there is a possibility that these people work and support themselves."*

(Presentation) "How high are the costs of studying in BiH", Professor Stevo Pucar

Preliminary results - costs of studying in BiH and how much does it pay off. Funding for the faculty is partly from the budget and partly from scholarships. Total funds for year 2020/21 were 324 million BAM (251 million from the budget and 73 million from self-financing and other revenues of the university), and we can see the growth in the previous period. A decline is seen in 2018/19. Half of the students are financed from

⁷ <https://wuprzeszow.praca.gov.pl/>

the budget, and half are self-financing. Although the trend of growth in funding for education is present, there is a decline in the number of students at the same time from 102,232 in 2016/17 to 78,343 in 2020/21, decrease for 41%. The average annual cost of higher education in BiH per student is 4,137 KM in 20/21 and they are growing. In 2016/17, they amounted to 2,997 KM per student, and it is evident that the increased spending refers to the increase of salaries of workers in higher education, with an evident decrease in the number of students.

Costs per student increase and the inefficiency of higher education can be seen. The structure of enrolled students in BiH in 20/21, for the 5 most numerous faculties: 14% for medical faculties, 13.5% for philosophy faculties, 9.3% for political science faculties, 8.7% for natural sciences and mathematics and 8.6% for faculty of economics.

Support to industrialization and digitalization is a greater need for a wider range of studying and employment. Our school system is harder to change and adapt to current needs. Needs have changed and are constantly changing. The competition for school education is the Internet, where there is knowledge that you can use for future employment. We adjust the output profiles according to what we as professors know, not according to the needs of the market. We as a society need to consider whether the funds spent on higher education can be redirected in a better way. If this continues, the faculties will no longer have students.

PANEL No.3: Higher education

- **Bojana Lekić, American Corner Banja Luka⁸ ([Presentation](#))**

In her introductory address, Ms. Lekić emphasized that the motivation of youth is a big problem. We currently have 10 American Corners in BiH, where young people can find help, information and be empowered through free education. They have good media coverage but people still don't know what they are doing and what they are offering. The corner can offer individual growth and knowledge, and improve skills. They do prequalification, counseling and provide scholarships in America and help young people notice opportunities in their city. A person needs to travel and learn. We have great programs that young people need (language improvement, work experience, internships, etc.). They have an alumni network and that provides many benefits. Emphasis is on the importance of youth networking.

- **Predrag Govedarica, Center for Entrepreneurship and Technology Transfer, University in Banja Luka⁹**

The faculties in Banja Luka offer free education to young people who are full-time students, but still record a decline in students.

⁸ <https://educationusa.state.gov/centers/american-corner-banja-luka>

⁹ <https://www.unibl.org/sr/univerzitet/uprava-i-strucne-službe/rektorat/centar-za-preduzetnistvo-i-transfer-tehnologija>



Bojana notes that high school students go to Italy and have the opportunity to enroll in more majors, even though there is free schooling in Banja Luka.

Predrag Govedarica: Center for Entrepreneurship and Technology Transfer, University of Banja Luka, in cooperation with the Ministry of Family, Youth and Sports of the Republic of Srpska, organizes training in 3D modeling. So far, 15 trained students have found permanent employment. There are up to 99 student applications per call, and we have only 12 places - computers for students. Those who pass the training – are mostly employed.

- **Amer Osmić, Faculty of Political Science US (Department of Sociology),**
(Presentation)

Our students study because they have spare time and they are led to enroll without knowing why. They gain knowledge but do not get the skills they need for employment. Dual education should start in high school. We do not put emphasis on the programs to be interesting but to look scientific. The research included 1,000 students. Out of 10 young people - 1 is studying. Most do not have the financial means to study. Most often, young people are unemployed and do not actively look for a job, the government has a perception that they are not looking for a job because the system is corrupt. Every fifth young person waits more than 5 years to get a job. The vast majority go to Germany because of the great employment opportunities they have. Those who stay in the country want to have a secure job in the civil service. Young people spend their free time drinking coffee and consuming tobacco products. 41% of young people say they have never been abroad. Young people are very dedicated to their families. Since 2015, parents have become active motivators for young people to go abroad. We are a society that has a great need for parental opinion. More than 50% of young people have never been to a youth center. It should be emphasized that in many local communities, there are no such centers. Young people in BiH read very little - 18.6%, 26.4% of young people do not play sports at all and a large percentage are prone to unhealthy life habits. 66.1% do not volunteer. Young people give socially acceptable answers. They do not have a developed critical opinion. They trust to their close family members the most and least to the neighbors, other nationalities, religions, and political leaders.

- **Admir Salihagić, International Burch University** ¹⁰

The transformation of the university has been carried out according to the needs of the market. How they have prevented brain drain: active learning, encouraging students to acquire entrepreneurial "mindset" skills and to be involved in non-formal education and creating a mentoring approach, Admir said in his introductory address. "Mindset" is essential for employment and life after graduation. If you have talent, opportunities are global and resources are global. Non-formal education is used to acquire the skills needed for employment, which they do not have within formal education, and they spend so much money because of that. Problems and opportunities that are global - young people can work from BiH and when they know what the global opportunities

¹⁰ <https://www.ibu.edu.ba/>

are, they will use it to stay here and work for abroad. Globalism has the advantage of being international. Feeling helpless is one of the reasons for leaving BiH. The best students often do not have the skills and opportunities needed for employment and do not know how to recognize opportunities. Second reason for leaving - young people who have their own mindset and go to use it. They can give something back to BiH, to fight back, they are our resource. Their departure is not an outflow; it is a resource for us. Empower the second category of people to leave because they are useful to us. If you create an entrepreneurial mindset of people they will initiate changes in politics and life. From "brain drain" to "brain circulation."

The disadvantage of our universities is that students are there for them and not that professors are there for students. Positive things in the changes in higher education should be pointed out. A personnel audit is needed.

PANEL No.4: Higher education

- **Marija Grgić** ([Presentation](#))

Representative of Youth Advisory Board (YAB) - The Embassy of Switzerland is the first in the world to have its own advisory body of young people (10 young people). Our vision is to create a better environment together. We got acquainted with the work of the Embassy, their projects and what they expect from us and what is our role in all this work. We cooperate with the Embassy in a way that they involve us in the implementation of project activities, give an overview of the activities and whether it has an effect on young people in BiH. We convey the opinion or voice of young people to the Embassy officials; we have the opportunity to talk to officials from other institutions and the Embassy. In this way, the embassy receives a report on the benefits of the projects they finance.

- **Sara Gluhović**

Representative of YAB¹¹, the role is to direct the Embassy's projects towards real change in BiH. Ten (10) of us were selected to represent 10 local communities. We are here to answer the question of what is the mission of young people in these advisory bodies. We meet once a month and on a quarterly basis. Young people are given the opportunity to influence projects that affect them and their environment.

- **Atom Mkhitarian, Federation of Youth Clubs of Armenia**¹² ([Presentation](#))

I come from the non-governmental sector, as an NGO activist I have participated in many international projects. Armenia and BiH are members of the Council of Europe; it was pleasant to meet young people from BiH. I am glad to be here to talk about the problems we have in Armenia, which are very similar to your problems. The Association of Youth Clubs of Armenia is the largest organization for young people. It brings together about 100 clubs and organizations and it is like an umbrella

¹¹ https://ne-np.facebook.com/SwissEmbassySarajevo/videos/upoznajte-na%C5%A1-savjetodavni-odbor-mladih-meet-our-yab-team/205689834398094/?__so__=watchlist&__rv__=related_videos

¹² <https://www.fyca.net/>

organization. Clubs/members can be regional and can be specialized clubs such as lawyers' clubs, all working on local projects in the capital city and working together at the state level. During the year we have more than 100 national projects and more than 50 international projects. The main goals of the organization are information sharing and counseling, providing information to young people from different parts of the country, targeting democracy, human resources. Our organizations have helped young people to be more active in elections. Sustainable development is another goal, the organization points to ecology. Volunteering and youth policies are also priority. The National Academy of Sciences was founded in 1943, the Research Institutes have merged into the Academy, and within the Academy we have a higher education institution. Modules for international youth studies were developed throughout the project, youth competencies, youth activism methodology, youth policy, youth activism evaluation.

- **Lejla Hodović, GENDER Center of the FBiH¹³ (Online)**

In her introductory address, Ms. Hodović emphasized that they work and act in accordance with the law on discrimination.

Women have a lower level of education than men. There is a noticeable difference in the study chosen by men and women. Many more men prefer mechanical engineering than women. Men participate in the labor force more than women. We have the lowest share of women in the labor market and that is about 62%. We still don't have a Gender index. The gender Index will be ready at the end of March 2022. We need to work to reduce the gender gap. In our work with local communities, we can often hear that students are being invited to volunteer, but young people do not respond.

- **Daniel Whalen, Saint John's University, USA¹⁴**

My understanding is that the purpose of this conference is to examine how to help young people stay in BiH. We can talk about our experiences in BiH. For students who studied in the USA, before graduating with the help of Citizen's Association "Nešto Više", we organized an internship in BiH. Then we subsidized part of the salary with the employers and we helped them with housing. A large number of students returned to BiH, under all these conditions.

Education is important, it doesn't have to be university, but we always have to learn and adapt to changes. Sometimes someone chose a profession and sometimes a profession chose you. And now, it is more of a case that we constantly have to change what we do, because education helps us do that - to adapt which means to think critically. In America we have stickers that we stick on the car, and once I saw one that says; "Don't believe everything you know." Part of education is to learn to think critically, how to present, how to listen. Listening is not just keeping quiet while someone else is talking, and waiting for an opportunity to say something, listening is when we hear another and absorb what they say. In America, you don't have to choose the specific field of study before you finish your first two years of study. I think

¹³ <https://www.gcfbih.gov.ba/>

¹⁴ <https://www.stjohns.edu/>

that is an advantage in relation to BiH, because students will make a better decision about what they want to study at the age of 21, than at the age of 19.

Day two; Thursday, December 16, 2021

Arrival of participants and review of yesterday's work

We asked participants on how yesterday was. Positive atmosphere and we had the opportunity to hear examples of good practice. Youth policies are very important issue that we are putting on the side, so today we want to emphasize it. One of the participants says she had a productive day and she felt motivated. There were positive impressions, really there are ideas that we will be able to work on. We had examples that we can use to prevent young people from leaving BiH. Another participant mentioned that sometimes we are closed in a narrow circle; we do not see other problems and other solutions concerning my profession as well.

PANEL NO. 5: Youth policies

- **Branka Malešević – Ministry of Family, Youth and Sports of the Republic of Srpska¹⁵**

The third youth policy has expired and as the pandemic slowed down the processes, the activities were postponed to 2021. It was done differently; the first research was done paying attention to gender equality. This year, the issue of mental health was included in the research and it will be included in the strategic goals. They will compare policies and see what needs to change. One of the novelties is the support for youth excellence. There is a negative trend among the youth and they want to promote positive change and young people who are successful. Development and success support - how to support youth success.

- **Ilija Trninić – Institute Perpetuum mobile Banja Luka¹⁶**

One of the 5 parts of the document is excellence. It is treated as an area of talented and excellent youth and is the only one treated in RS. Government to focus on opening a talent center. It showed the importance of the project and they met with the definition of talented, excellent and gifted youth. They hired MENSA for research. Talented people need to bond.

- **Slaven Jelić – Department of Social Affairs Teslić ([Presentation](#))**

They cooperated with Perpetuum mobile and created a new youth policy in Teslić. The municipality of Teslić has a local development strategy and they noticed that they singled out young people in that strategy. 63% of young people are not seen to stay and live there, a lot of young people criticize, but when asked if you have ever applied for a project or encouraged something to change, they said no. They wanted to create a youth policy in a different way and not just copy someone's. They recognize and

¹⁵ <https://www.vladars.net/sr-SP-Cyrl/Vlada/Ministarstva/mpos/Pages/default.aspx>

¹⁶ <http://www.pm.rs.ba/bh/>

work hard and provide scholarships to pupils and students and have a new scholarship for athletes. And now he will soon create scholarships for youth activists.

- **Krsto Vukadinović, Directorate for Sports and Youth of Montenegro**

As for youth policy in Montenegro, it was recognized at the top of the Council of Europe and used as an example of good practice. It was very important for them to open youth centers and clubs and to create activities that are of interest to them. It was important that young people create these activities. It is important for them to focus on young people and focus on the voice of young people. Within the law on youth, they want to define youth work. They have launched a dialogue for young people, working in partnership with the Delegation of the European Union to Montenegro, regarding employment and mental health. We want to get them through it all and how important it is for young people to understand what youth policy means because they have worked hard to promote and explain it.

- **Rareş Augustin CRĂIUȚ - Secretary General, European Confederation of Youth Clubs (ECYC)**

The European Confederation of Youth Clubs has members in 14 countries representing youth clubs and how young people can participate in youth policy-making. They have established cooperation with the European Commission and the European Union.

Their example of good practice is how to connect "narratives" and "storytelling" with youth policy. Taking into account global digitalization, and the extreme development of social networks as well as the media, we increasingly have examples of how stories and the way stories are told affect changes in society. (As, for example, Brexit was an example - drawing the story of sovereignty, etc.)

They also cited stories from smaller places as an example. They use publications in various formats to share these stories with others and try to interpret political stories in simpler language.

In order to influence youth policies, they include stories of young people. And they use the same "storytelling" to bring these topics closer to young people and involve them in the process itself.

One of the conclusions is that if young people do not understand policies, it is because of us as we create documents that are not prepared and adapted to young people.

Ilija Trninić – Institute Perpetuum mobile Banja Luka: 15 years ago they took a totally different approach to youth. Today, young people are completely different than before. Generation Z (1995-2010) needs support as well as those who work with them. Digital natives are that generation. All methodology and approach should be adapted to this generation, as well as youth work. In 10 years it will be different and we will have to work on the humanization and humanization of science, work on intergenerational solidarity and mental health and the promotion of healthy styles and values. We need to incorporate this into policies.

Slaven Jelić – Department of Social Affairs Teslić: youth policy 21/25. They worked with NGOs, public institutions and so on. Application **Be my eyes**¹⁷. There are very good associations of persons with disabilities in the Municipality of Teslić. There are very few volunteers from our area so we can get active and help develop the app. "Brainstorming" was done with young people within the research of needs, problems and attitudes of young people aged 15-30. With high school students, they changed the way the method was and first explained youth policies and why it mattered. They used Brainstorm to hang out with young people and find out what they need and what is important for young people in Teslić. 9% of young people in Teslić are active, in conversations with young people they realized that they do not even know where to start and be active. They have fear and do not know where to turn. When we met some high school students through research, they eventually ended up applying somewhere. "Youth for YOUTH" have a podcast, and the Teslić Youth Club work together to form a Mobility Fund. Young people and high school students do not have money and through this fund young people can apply to get money so that they can go somewhere and their expenses are reimbursed, and they return the money to the Fund. Sports scholarships have been launched and are now launching scholarships for youth activists. They advocate for an open fund for startup and self-employment of young people because they see a lack of public calls due to deadlines. They created the youth center Nukleus Teslić, took the space that used to be a sports field and will redecorate it for the space for young people and their needs. What we neglect is the diaspora, even when the diaspora has sufficiently promoted and explained what they want to do, and thus the diaspora has supported the development of the youth center. They are creating videos to bring young people closer to what a youth center is and what will be done there.

Branka Malešević – Ministry of Family, Youth and Sports of the Republic of Srpska: if everything does not come down to the local level, we will not achieve results. Generations before had no choice, could not travel and we could only become active and work to change local society. Now generations do not need it but have the freedom to find on the internet what interests them. Every local community should recognize talented people who can help develop the local community. Create conditions for young people to stay, housing opportunities, and youth employment. Support for talented people and support for mental health promotion, use of free time. A fair dedicated to young people and how to apply and bring closer to young people how many opportunities they can use. The bottom line is that we need to ask young people, and find talented people who can do it and change it. In some 20 years we will have humane wars, where when the internet is turned off we become isolated and lose.

Discussion:

Adina Halilović, PRONI Center for youth development: creating positive narratives and that young people leave not because of existence but also because of negative

¹⁷ <https://www.bemyeyes.com/>

narratives. Youth work is continuity, is it time for us to recognize youth work as a profession and space for young people. This is a topic that they have been dealing with and discussing, and we hope that Perpetuum will focus on that, along with the ministry.

Admir Salihagić, International Burch University: *What is offered to talented people after they have been defined?*

Response: Ilija Trninić – Institute Perpetuum mobile Banja Luka:

They gave teachers the tools to recognize talented and gifted people. Talented and gifted are children who are that restless "you can't catch him by the tail", a camp for the talented and put in one place and crossed certain areas. Working in robotics, astronomy, chemistry, 3D printing and we saw the commitment and they saw that they didn't highlight it because they hadn't had a chance before.

Question: How to synchronize youth policies?

Response: Branka Malešević – Ministry of Family, Youth and Sports of the Republic of Srpska: it was difficult to synchronize regional and local youth policy. Local communities are obliged to follow the regional youth policy and thus see an opportunity to harmonize. And they are harmonized through an action plan for one year at the local level.

Ilija Trninić – Institute Perpetuum mobile Banja Luka: We must recognize local problems and specificity, and the only important thing is that this European value be an important factor in the field of youth policies.

Krsto Vukadinović, Directorate for Sports and Youth of Montenegro: how to train youth workers to know all those parts. A young person should be given freedom and to create as they wish so there should not be a lot of law. We failed to arrange a youth worker but we managed to bring a youth activist into the profession, we managed to create a qualifications department and a license to validate. From the national level we can only find guidelines.

PANEL NO.6: Youth policies

- **Tarik Imamović, Youth Council of the Brčko District of BiH¹⁸**

I have been active in the council for the last month. The Youth Council was established at the end of November 2018. We managed to realize two points of the action plan. The strategy currently needs to move into action. I love my community and its citizens. We have a lot of potential that we are not using. The second point of the action plan is a business incubator in the city center, and the construction of a

¹⁸ <https://vsmbd.org/>

student dormitory. 50% interest subsidy for young people when buying their first apartment.

- **Danka Božić, International Organization for Migration¹⁹ ([Presentation](#))**

241 projects implemented through small grant mechanisms around \$ 40,000. Specifically, we worked a lot with organizations that were not strong and empowered them to be strong partners to any donor. Over 11,000 direct users from 113 cities/municipalities.

Areas of activity: youth activism, youth political engagement, media campaigns, community media, institutional capacity building. We were guided by the fact that young people create narratives/their stories and that they go public. Youth clubs are very important for young people, especially in small towns, and they gather in such places and look for their opportunities. More than 300 initiatives in small local communities have been supported and implemented. Over 550 youth leaders/workers were trained. We supported 24 forums in 19 municipalities with 70 candidates in the local elections in 2020, in which over 100,000 citizens participated, and 93% of respondents confirmed that the forums increased the participation of young people.

- **Dalila Miljević, Snežana Culjaga, Department for Professional and Administrative Affairs of the Government of BD BiH²⁰ ([Presentation](#))**

The Brčko District has signed an agreement with UNDP; the second phase is currently underway, with a focus on young people and people with disabilities. The Department for Professional and Administrative Affairs has a department for support to local communities. We regularly hold open days, which are attended by representatives of international organizations. The new law of the budget of the Brčko District of BiH has entered into force so funds can be obtained through a public call.

The Law on Youth was adopted by the Assembly of the Brčko District of BiH in 2017, and entered into force in the same year. The law stipulates that the Brčko District of BiH should have an umbrella body for young people and that a law for young people should be passed, we also have a youth officer.

The Youth Officer is a civil servant in public administration who deals with youth issues. He is a person to whom young people turn directly if they have a need, and he has constantly worked on developing a strategy for young people. The Government of the Brčko District of BiH has allocated premises to the Youth Council located in the youth center, and the allocations are free of charge. The strategy for young people will soon be released for a further procedure.

Snežana, I would put the emphasis on supporting young people, pointing them to something that is good from our experience and all our forms of help are there.

The Department for Professional and Administrative Affairs, in cooperation with the PRONI Center for Youth Development, has implemented a project to form youth clubs within local communities.

¹⁹ <https://bih.iom.int/>

²⁰ <http://sap.bdcentral.net/Home/?lang=hr>



1. GROUP WORK „Employment“

RECOMMENDATIONS

- Formal education is not a prerequisite for success and should encourage young people to lifelong learning,
- Innovation incubator, support for entrepreneurship as one of the ways to employ young people,
- 5-10% self-employment, create and promote existing programs for self-employment and entrepreneurship and stimulate young people to be proactive,
- Wages and good relations are important motivating factors and employers should promote a culture of fair treatment of workers,
- Perception of employment, regulate the labor market so that there are fewer "unregistered" employees
- First job, fringe benefits, contributions, support and promotion of programs, which offer the possibility for the first employment,
- Bureau reform through changes in the internship system, introduction of career counseling both at the bureau and at the universities.

2. GROUP WORK „Higher education“

RECOMMENDATIONS

- Modernization of higher education and adjustment to the labor market, flexibility of the study programs
- Develop competitiveness in order to raise the quality of higher education, funding model as per number of students, equally for public and private universities from the budget
- Modernize equipment, laboratories for practical and scientific research work of higher education institutions
- Modernize the way of teaching, learning, curricula and methodology of work at public universities;
- More internships at public universities;
- Modernization of services, alumni offices, career offices, student dormitories, bodies, student networking;
- Perception of students as the clients, the student is a user of services but the end user is the market. The market has needs that education needs to meet
- Introduce quality control of teaching, standards for professors to meet to work with students;

- To insure the quality of teaching involve students and departments and introduce an audit of the work of professors
- Make changes and adjust curricula, harmonize with market needs
- Enrollment quotas should not be related to the needs of the domestic labor market if the labor required in the global market can be educated
- Generating start-ups, not only for IT sector, but for all industries;
- Provide flexibility in changing professions, it is not to be expected that most young people aged 18-19 know what they want to study
- State universities have no desire to change, to change their attitude

3. GROUP WORK „Youth policies“

RECOMMENDATIONS

- Involve young people in drafting documents at all levels of government in society (state, entity, cantonal, municipal level)
- Enable the involvement of NGOs/youth organizations in drafting documents at all levels
- Allow NGOs to present the importance of youth policies and documents to young people in schools
- More active work of youth officers at local levels
- Align youth policies with the city's strategy
- through public budgets Allocate funds for development and implementation of youth policies
- Work on better and slightly more "aggressive" PR of these documents by youth organizations in order to raise awareness
- Within the legal framework create “youth quotas” in the assemblies, as we have for women or other social groups
- Intensive cooperation with young politicians to act at the cantonal level in the field of development and adoption of youth policies
- Create media campaigns for different media which will be more focused
- Enable the policy-making process to be more inclusive and transparent and to have a dedicated budget
- Improve cooperation with different media in order to give more media space for policies and laws
- To promote policies and laws from local level to European and UN level, use more interesting content for young people such as short stories, videos, promotions on portals, sharing positive experiences from young people, youth mobility, etc.

- Government institutions should be present on social networks where young people are and maintain real-time communication
- Local communities need to work more in order to promote young people and positive examples from their communities
- When funding organizations at the local level, focus on the quality of the organization's work rather than political affiliation
- Work on creating campaigns and branding youth policies
- Cooperation with schools and educators, student councils and parents' councils to familiarize young people with the importance of the legal framework for them
- The institution that has adopted the youth policy is precisely accountable for the implementation and monitoring of the policy
- Appoint and define in the document the position of the person who will coordinate the whole process and monitor the policy
- Define "measurable measures" in order to make the institution work more efficient and implementation of the policies
- Introduce internal and external evaluation with all actors in the policy process
- Create and conduct surveys among citizens in order to gather opinions and views on policy implementation
- Put into practice the creation and broadcasting of YouTube shows on youth policies
- Invest time and resources in promoting positive stories

