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## **MAPPING OF YOUTH ORGANIZATIONS IN KOSOVO**

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## 1. Introduction

Forum Syd's programme in Kosovo aims in working to support peace building and in providing opportunities to all young people through a threefold approach by strengthening: youth organisations and networks, community youth work practice and community youth work education. The project will work through national and regional NGO's and institutions in order to develop local capacities.

Forum Syd is committed to implementing the programme through partner organisations, supporting their organisational development for implementation with mentoring, training and other skills development. This report represents the findings from mapping of Youth NGO's in Kosovo and their actual ongoing work.

The aim of this mapping was identification of potential Youth NGO's in Kosovo to be able to work with Forum Syd Kosovo programme. The mapping was focussed in areas of work, working methods and general features of youth NGOs.

## 2. Methodology and approach

The methodology used for this mapping involved mainly: (i) desk review of existing lists and contacts of NGO's throughout Kosovo; (ii) focus group discussions with representatives of Youth NGO's.

In particular the following approach was adapted:

- (i) A review of existing lists of Youth NGO's received by various stakeholders<sup>1</sup> in the youth sector was conducted.
- (ii) Focus group discussions were conducted with representatives and/or staff of Youth NGO's in the regions of: Prishtine/a, Peja/Pec, Gjilan/Gnjilane and Mitrovice/a.

Each NGO was visited physically and meetings were held with their representatives and their staff.

The study was conducted based on the following guiding questions:

- a) Financial sustainability**
  - Funding sources
  - Fundraising
  - Self financing mechanisms
- b) Governance**
  - Board/ Governance structures
  - Mission/Goal
  - Legal status
- c) Programs and service**
  - Sectoral expertise
  - Constituency (membership) and stakeholders participation
  - M&E
  - Sustainability

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<sup>1</sup> GTZ, ATRC, World Bank ,Syri i Vizionit.

- Marketing /Awareness building
- d) HR
  - Adequacy of HR
  - Staff roles
  - Performance management/ Staff development
  - Conflict resolution mechanisms
- e) Management
  - Organizations structure and culture
  - Human resources Management ( policies and manuals)
  - Financial and Material resources Management
  - Information Management
  - Reporting
- f) Interaction with the environment
  - Community relations
  - Ability to work with NGO's/ Advocacy
  - Public relations / Working with media

### 3. Major findings

In total 20 youth organizations were visited, out of which 16 were Albanian, two Serbian, one Bosnian and one Ashkali NGO's. The initial plan was to identify youth NGO's with the focus on Serbian youth NGO's but at latter stage it was decided to engage a separate consultant for mapping of Serbian NGO's only, therefore no other Serbian youth NGO's were assessed further.

The list below encloses the visited youth NGO's and their contact details.

	Organization	Location	Contact person	Phone	e-mail
1	CSD	Gracanice/a	Ivan Nikolic	064 4521 248	<a href="mailto:csdkosovo@gmail.com">csdkosovo@gmail.com</a>
2	DUGA	Prilluzhe	Dragisa Lazic	028 467 362	<a href="mailto:priluze@yahoo.com">priluze@yahoo.com</a>
3	Ligo Lex Legis	Prishtine/a	Arben Limani	044 135 605	<a href="mailto:ligo_lex_legis@hotmail.com">ligo_lex_legis@hotmail.com</a>
4	Filizat	Prishtine/a	Sokol Plakolli	044 149 058	<a href="mailto:filizat@hotmail.com">filizat@hotmail.com</a>
5	Council of Youth NGOs Gjilan	Gjilan/Gnjilane	Mensur Morina	044 491 307	<a href="mailto:mensur_morina@hotmail.com">mensur_morina@hotmail.com</a>
6	Vullneti Rinor	Prishtine/a	Kujtim Berbatovci	044 146 149	<a href="mailto:v_rinor@hotmail.com">v_rinor@hotmail.com</a>
7	Youth Centre –Cabra	Cabra	Aferdita Selimi	044 738 659	<a href="mailto:dita_selimi@hotmail.com">dita_selimi@hotmail.com</a>
8	ANP	Gjilan	Nexhat Ismajli	044 211 895	<a href="mailto:anp_kos@yahoo.com">anp_kos@yahoo.com</a>
9	Kosovar Youth Council	Prishtine/a	Valon Kurhasani	044 248 590	<a href="mailto:kyckosova@yahoo.com">kyckosova@yahoo.com</a>
10	Syri i Vizionit	Peje/Pec	Veton Muja	044 111 408	<a href="mailto:vizioni@gmail.com">vizioni@gmail.com</a>
11	Youth Council- Peja	Peje/Pec	Naser Lajqi	044 695 650	<a href="mailto:naser.lajqi@gmail.com">naser.lajqi@gmail.com</a>
12	OAZA	Peje/Pec	Sahit Kandic	044 150 956	<a href="mailto:saitkan@gmail.com">saitkan@gmail.com</a>
13	Youth Centre- At Lorenc Mazreku	Peje/Pec	Engelbert Zefaj	044 136 223	<a href="mailto:engelberti@gmail.com">engelberti@gmail.com</a>
14	Youth Centre "Ardhmeria"	Kline/a	Vitore Zefi	044 352 619	<a href="mailto:vitorezefi@hotmail.com">vitorezefi@hotmail.com</a>
15	Students Helping Life ( former SHL)	Rahovec/Orahovac	Nderim Bytyqi	044 239 791	<a href="mailto:shl.k.info@gmail.com">shl.k.info@gmail.com</a>
16	Youth Association for Human Rights	Lipjan/Lipljane	Bekim Krasniqi	049 823 140	<a href="mailto:bekimi75@yahoo.com">bekimi75@yahoo.com</a>
17	CARITAS Kosova	Mitrovice/a	Arif Kadriu	044 745 237	<a href="mailto:arifkadriu@gmail.com">arifkadriu@gmail.com</a>
18	Me dore ne zemer	Mitrovice/a	Shqipe Qarkaj	044 589 244	<a href="mailto:medorenezemer@gmail.com">medorenezemer@gmail.com</a>
19	Health for all	F.Kosove/K.Polje	Gezim Hoti	044 372 734	<a href="mailto:hfa@yahoo.com">hfa@yahoo.com</a>

20	Kosovo Youth Network KYN	Prishtine/a	Ilir Cacaj	044374996	kos_youthnet@yahoo.com
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The visited NGO's varied in terms of experience and areas of youth work. In general all visited youth NGO's depend on donor funding but there are also organizations who have self-sustainable mechanisms (i.e. Youth centre At Lorenc Mazreku, Youth centre Ardhmeria), even though the level of their activities is solid.

On the other hand there are organizations which have continuous support from other donors i.e. Kosovar Youth Council is a strategic partner for UNICEF or Students Helping Life is supported by SHL<sup>2</sup>. Two of the assessed organizations ( Syri i Vizionit and ANP) have been established as youth organizations but are operating out of their initial scope of work and are engaged on peace-building activities, return process, agriculture among others.

The other NGOs are mainly grass root organizations operating within their municipalities/regions. They obtain funding from available donors but also from Ministry for Youth Culture and Sports. During the mapping process it was noted that almost all organizations claim that they have functional board structures but the managing staff members are part of it. All assessed organizations work with youth and youth issues, but according to discussions they do not use the non-formal approach which questions if they are conducting real youth work at all.

All organizations indicated that they have good relations with respective municipal youth departments, Ministry of Youth Culture and Sports and other NGO's.

#### 4. Youth NGO Mapping

##### **Communication for Social Development - CSD**

Communication for Social Development CSD is a Serbian youth NGO from Gracanica, established in 2001. It has currently five ongoing projects and 12 employees. They work exclusively in the areas inhabited by mainly Serbian community including members of Roma community also. Their geographic coverage is the following: Gracanice/a, Strpce/Shterpce, Priluza/Prilluzhe, Viti/Vitinje and few Serbian villages of Gjilan/Gnjilane region.

They have been having a quite stable pipeline since they are implementing ongoing projects since three years. Their donors are: ISC (Institute for Sustainable Communities), UNICEF, Olof Palme Foundation, Safer world, ABA, USAID through ISC among others.

They are very active in developing project proposals and this is reflected on their ongoing activities.

CSD has a functional board of directors and that there are three board members which have monitoring and supervisory role to the work of CSD. Their roles are clearly defined and they support the members of CSD in developing the project ideas but also obtaining funding.

Their organizations mission is: Improving the community life in Gracanica region, promotion of youth activism and youth education, integration and promotion of multiethnic life. Their sectoral expertise is working mainly with youth but also with other Civil Society Organizations.

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<sup>2</sup> Schule Hilfe Leben

They do lists of priorities and develop strategies which are then adapted to the donor requirements. CSD has around 25 to 50 active volunteers which are also involved in the process of project development. Their projects are mainly based on the needs of the youth. The volunteers are also involved in the implementation of projects.

CSD organizes different training activities on: conflict management, lobbying, RBA, How to design a CV, Project Cycle Management and language and computer courses as part of non formal education.

They do monitoring of their activities through: reporting forms, work plans (daily, weekly and monthly), assessment forms among others.

They are currently implementing one radio project which provides them the opportunity to make their activities known within the community.

They do not have departments within the organization since people are engaged based on the projects. All employees have clearly defined job descriptions. CSD does not have system for reviewing the performance of its staff, but on the other hand they have developed Organizations' policy manual.

They claim that they have clear organizational structure and defined lines of authority (approval system in place)

They have systems for internal control and have been audited for specific projects.

Communication systems and flow of information is effective within the organization.

### **Duga**

Duga is a Serbian NGO from village Priluze/Prilluzhe in Vushtrri/Vucitrn municipality. They have been established and registered in year 2000 with the support of Italian NGO called Amici del Bambini.

Their focus is on: Education, Culture and Environment protection and time after time they change their focus based on the donor requirements. Organization DUGA is an umbrella organization which encloses: youth centre and women's' centre.

They have four ongoing projects: Multimedia funded by ICO, Youth Employment funded by GTZ, Child Adoption /Child care funded by Italian government and women activities which are time after time funded by the Ministry of Youth Culture and Sports and Prime Minister's office. Their main aim is youths involvement in political life.

They are members of non formal network called Youth for Peace and Future which is comprised from three organizations: Hareja, Akti and Duga.

All their current funding will end in the end of December 2009 but they have been promised to be supported by the World Bank in the coming year.

They currently have eight employed individuals in the ongoing projects.

They develop new project proposals based on ongoing trends but they rely more on funding from Kosovo institutions. They have board structure but its members are the employees of the organization itself.

Members of organizations take part in the development of the projects.

Monitoring and evaluation of projects is mainly done by the donors, but they do prepare progress reports depending on the agreements with the respective donors.

They do not have systems in place for any departments; finance, admin but employed staff has job descriptions and defined roles.

They do not apply staff performance appraisals but they say that they conduct their work based on values.

The organization conducts all activities inside the centre; they do not have field activities.

It is interesting to note that the organization is not very well accepted by the community.

The reason for this is that there are still ongoing reservations and prejudices among the

members of Serbian community in relation to cooperating with the foreign NGO's and local institutions. Nevertheless they claim that they have a satisfactory level of cooperation with women and youth.

### **Ligo Lex Legis**

The organization was registered in 2007 and is established from the students of Law Faculty within the University of Prishtina. They have been cooperating with the Resource Hub and supported them in recruiting volunteers.

Currently they are implementing a joint regional project with Youth Dialogue Program in Novi Sad, Srbija The project is called Regional Youth Exchange.

Together with ATRC they have organized debates for the Kosovo constitution prior to its approval.

They only have one ongoing project which will end in January 2010. They are in the process of preparation of many project proposals but up to date no donor has committed in supporting them.

They have a board structure comprised of nine persons which are also staff members of the organization.

They have good cooperation with the university of Prishtina and NGO's within the UP. They cooperate also with Centre for Human Rights, ATRC, and FDI.

They have defined staff roles but that is also related to the availability of funding.

Ligo\_Lex\_Legis is a member based organization which has 66 members, the organization targets students of University of Prishtine/Pristina and other members of Kosovo society.

The mission of Ligo\_Lex \_Legis is building of a legal state, democratic society, promotion of law in order to support the citizens to conduct their activities in accordance with law and aware of the equal rights and opportunities for all people living in Kosovo especially youth. The organization has a two year strategy plan which among other issues focuses also in empowerment and development of youth. They also have the ethical code of the organization which defines roles and responsibilities of the staff members.

### **Filizat**

Filizat is one self-sustainable youth organization which is active in Prishtine/a, their main activities are related to art and more specifically to drama.

They have a functional board and a membership of 50 young people.

They all work voluntarily.

### **Council of Youth NGO's in Gjilan**

Council of Youth NGO's in Gjilan/Gnjilane region gathers 27 youth NGO's . Their representative is representing all these NGOs internally and externally.

The youth organizations active in Gjilan/Gnjilane region (i.e. K-Liza) is very active in providing non formal trainings for youth in the areas of : Project Management, Leadership and Health Education. This organization is focusing mainly in rural youth and the funding is secured through the municipality more specifically from the unspent municipality funds.

Their aim is to increase the networking between the youth technical working groups in the rural areas and increase the youth involvement and participation in municipal decision making.

The council plays an intermediary role in obtaining of the funds but also in their distribution. Organizations benefit depending on their target or area of expertise. The municipality has given them a building which is used by different organizations free of charge.

### **Vullneti Rinor**

Vullneti rinor is a youth organization from Prishtine/a established in 2005. The organization has a functioning board of five members which gathers once a month or more often depending on the need.

They have two ongoing projects funded by:

Courses in English language supported by Municipality of Prishtine/a and Computer courses supported by Ministry of Youth Culture and sports. Previously they have been supported also by GTZ.

They have secured their own equipment from private business sector and free offices in cooperation with local communities' office.

They have very good cooperation with all high schools of Prishtine/a and their representatives and this is how the select students for participating in free courses.

They have been engaged in youth camps supported also by other donors: Ministry of Youth, KFOR, Police, and USAID. Vullneti Rinor has 15 regular members and around 350-400 volunteers.

Their mission is to educate youth, building of their capacities for better participation in society. They prepare projects based on the needs of youth.

They have great cooperation with the directors of high schools and cooperate strongly with local private universities: Iliria and Fama.

They are on the preparation phase of a project called Career Centre and will serve the graduating students on how to get employed and more specifically would train them in: CV preparations, How to look for a job, preparing for interview among others.

### **Qendra Rinore Caber**

Village Cabra is the only Albanian village in the municipality of Zubin Potok . The village has 1300 inhabitants out of which 30-40% are youth.

The youth centre of Cabra was established and supported by the World Bank. Currently they do not have funding. The centre is functioning in voluntary basis and is offering courses for English language for the village youth.

The staff of the centre has been trained on TOT for provision of trainings on: life skills and health trainings. Currently they are organizing: Art Hours, Musical hours, Movie nights and English courses. The centre is regularly frequented by 40 and 50 youth. Target youth is from fifth until 10<sup>th</sup> grade.

### **ANP**

ANP- Action for Non-violence and Peace building is an local multiethnic NGO working in the area of peace building.

Their profile is specific and they are involved in provision of non formal education.

They are partners with Centre for non-violent Action in Sarajevo and Belgrade.

They are very active in regional activities in Macedonia, Serbia. ANP is part of network for demilitarization and peace building. They partner with organization 'Hajde da', 'T group'. Their beneficiaries are mainly youth but also: journalists, students, members of political parties, civil servants, professors among others.



Currently they are implementing projects: with CARE International, Norwegian Peoples Aid. Currently they have six employees on salaries and this number varies depending on projects, they also have ten active volunteers.

They are partners with MENONITE central committee from Sarajevo and have been funded from them since three years with amount up to 12 000 Euros per project (per year) .

They are also part of PEACE ACADEMY, and have participated in Peace summit for partner organizations. ANP has a functional board but the staff members are part of it.

The roles of staff members are clearly defined and they also have the trainer's code and base their cooperation in values.

They have been evaluated per project by the evaluators engaged by the specific donors.

They have never had internal audit. Since the value of their projects was never higher than 50 000 Euros.

They are very well accepted in the region of Gjilan and have good relations with all communities.

They have great cooperation with local and central government (Especially in Advocating with Ministry of Youth)

Training provided by ANP is done by qualified trainers which have gone through one year TOT training. Their programs are interactive and are mainly in the area of peace education. (They do not provide certificates for 1-2 days trainings).

### **Kosovar Youth Council- KYC**

They were established in Albania in 1999, in the camps during the Kosovo conflict. They were supported by Womens Commission in New York, USA. They have been doing mapping and youth needs assessment in the areas of: security, education and health.

KYC has been involved in advocacy projects, awareness raising in municipalities of Rahovec/Orahovac, Gjilan/Gnjilane and Mitrovica with Serbian community. The cooperation with Serbian community has been discontinued after the March events in 2004. During the last years they have been funded by the following donors: Cord Aid, Save the Children, USAID, IRC, American Embassy, and Swedish Embassy.

They have two ongoing projects with: Save the children (children response program) in Anti trafficking and UNICEF –Establishment of students councils in all Kosovo high schools.

They have been supporting the process of development of Guidelines for student councils for Ministry of Education Science and Technology.

They provide different trainings for youth on: Management, Leadership, Advocacy, Local governance. They are also in contact with OBESU- European council of students.

Their activities are focused in: increasing the capacities of youth and their voice, institutionalization of the Council of High school students, non formal education, Awareness campaigns among others.

Through non formal group of young deputies of Kosovo parliament they are also involved in monitoring the commission of education within the Kosovo government.

The target groups of KYC are children and high school youth.

They are strategic partners of UNICEF and have ongoing project with Save the children.

They are a profiled organization and well known in the donor community and up to date did not struggle with funding.

They have legal status and established board which is functional. The main goal of the KYC is to promote the involvement of students in school life, and through that the interest of the school, by cooperating with officials, parents and professors in all levels.

The areas of expertise of KYC are: awareness raising activities, community work, non-formal education, and advocacy. They have seven paid staff members and 15 active volunteers which carry different activities within the KYC.

The project proposals are developed mainly by the director of the organization but are discussed among the staff and are based on the long term plans of the organization.

They do not have clear mechanism for monitoring of their activities, monitoring is done more objectively and also with the involvement of donor organizations. They apply the self-critical monitoring methods,

They do not have the capacity for HR department financially, however the staff roles are defined and depending on the projects they have Project Managers, Project officers, Field officers, volunteers, coordinators among others. Their strategy in order to have institutional memory is to engage volunteers as members of the organization.

They have manuals in place for Finance, Human resources and in the projects levels they have Job descriptions. The information sharing management is done through weekly meetings and weekly planning. Reporting is done mainly by the responsible Project Managers directly to the donors on the agreed basis.

They have excellent relations with the communities; cooperate with institutions, other NGO's in different municipalities. They are part of local, regional and world networks.

### **Syri i Vizionit**

Was established as a youth group supported by USAID, they have been formally registered in 2001. Even though initially they were established as youth NGO they have been transformed as a grass root organization working in three main areas: advocacy, awareness raising and information sharing.

Currently they have thirteen funded projects by different donors i.e: European commission, Olaf Palme Foundation, ISC, DRC,FIQ, Soros among others.

Identification of target groups in the field is done depending on the needs of the various projects. They work with youth, interethnic communities, farmers among others.

They have a managing board and its members are also staff members, all senior staff of the organization are part of it.

The NGO "Syri i Vizionit" primarily aims to promote local democracy and citizens' participation in Kosovo, in Pejë/Pec region in the first place. In its continuous efforts to enforce democratic practices, the NGO "Syri i Vizionit" puts a special emphasis on the promotion of good governance, accountability, transparency and participation in multiple spheres of civic life.

In practice, any project implemented by the NGO "Syri i Vizionit" seeks to establish sustainable linkages between municipal authorities and civil society actors at institutional and/or individual level.

Preparation of project proposals is done based on community needs and by the working group of the organization which is specifically responsible for development of project proposals. They have functional systems for monitoring of their activities.

They have 20 employed staff out of which 15 are directly involved in specific projects..

They have in total 150 active volunteers. They have clearly defined roles among staff. Organization has a training department and provides different training services for the other NGOs in Peja/Pec region.

They have ongoing staff development activities. They have manuals in place for Finance, Human resources. Regular donor reports are prepared by the project managers and are reviewed by the coordinator.

### **Bosnian Association (Udruzenje Bosniaka) – OAZA**

OAZA was established in 2002. They are engaged in developing and advancement of civil society in relation to the integration of Bosnian community in the newly created reality in Kosovo

Up to date they have implemented different projects with OSCE, FDI, Intersos and others. Some of their implemented projects were: School for journalism, Public debates, cooperation between the communities and local government, studying the community conditions in the field.

Currently they do not have ongoing activities.

They are members of regional networks: Kosovo Youth Network, CIVKOS, Pro-peace.

OAZA has 13 volunteers which can be engaged based on the need

They have a board and the board members are also members of the organization.

They are focused mainly in the conditions of Bosnian community in Peja/Pec region.

Bosnian Association – OAZA deals also with political issues related to Bosnian Community.

### **Youth Council Peja**

The representative of Youth Council in Peja/Pec presented the mandate of the youth council from this municipality. The youth council of Peja/Pec represents six registered youth organizations and four youth centers, non formal groups of high schools and students of University of business.

As a council they have been involved in implementation of different awareness raising campaigns and intercultural meetings.

They have a board consisted of 15 individuals and specific departments for: external cooperation, public relations, compilation of working plan. They have complained for insufficient support from the municipal youth department. They cannot apply for funding as such structure since they are not registered and they have a more coordinating role in protecting the interests of youth within the municipality.

### **Youth Centre At Lorenc Mazreku**

Youth centre At Lorenc Mazreku was established by an enthusiastic group of youth and was supported by the local Catholic Church.

They have their own facilities for youth activities and function as a centre.

The centre has programmatic and routine activities:

a) Program activities

They have implemented and/or are implementing projects on: protection of environment, protection of youth from risky behavior, prevention of prostitution, humanitarian activities during different religious holidays, supporting individuals with special needs, engagement of the marginalized groups in decision making processes among others. The above indicated projects were/are funded by various donors such as: Caritas from Venice, Caritas Kosovo, UNDP, and GTZ among others.

b) Routine activities

All routine activities are conducted with participation of youth/children.

The center has its kindergarten, six days a week, musical group, sports hall, school of football, professional courses for IT, centre for promotion of voluntarism, dance courses and language courses for Italian and English.

The centre is self sustainable due to its routine activities which are organized with financial participation of the participants. They also apply for available donor funding.

They have a managing board and the employees are part of it.

Their main areas of work are: advocacy and lobbying, trainings for IT, working with children, sports activities, cultural activities, exchange and networking.

They involve their volunteers in the process of problem identification for the project proposals.

They have different departments within the centre depending on the needs. The director is responsible for finances of the organization while the coordinator is responsible for administration. They have never been audited.

The management structure of the centre is consisted of: president, coordinator, sector directors and 15 staff members. They have working procedures and platform.

They have annual council meetings and prepare yearly work plans/strategies.

They have excellent relations with the community and great cooperation with municipality and other NGO's.

### **Youth Centre Ardhmeria Kline**

Youth centre "Ardhmeria" was established in 1999 with the support of Italian organizations: ICS, IPSIA, ARCH among others. Their focus was mainly in working with children and with youth. They offer different courses in drama, English language and computer skills. They have been previously supported by Mercy Corps and GTZ in projects related to the human rights and prevention of family violence among others.

They have 25 active volunteers. They are organizing sports activities and different health campaigns.

They do not have funding for the moment but they are continuing their activities voluntarily. They are expecting further support from the World Bank program but that is not concrete yet. They have small project supported by the European Commission on exchanging of the volunteers. They also have self sustainability mechanism through the courses which are provided within the centre.

They have a functional board and staff members and volunteers are part of it, they meet three times a week.

They focus mainly on youth and children. They develop their projects based on lessons learned and use their volunteers for ideas.

In order to monitor their activities they prepare regular reports and use opinions of their participants in evaluating their work.

Their activities occur in the centre and within the community and they have great relations with the communities they serve.

They cooperate with municipal department for education and municipality is covering their costs ( rent, electricity, utilities).

### **Students Helping Life (former SHL)**

The organization was established in 1999, by the German foundation SHL, building of the center was accomplished in 2002 with the contribution of Christian Aid and SHL. Since 2002 they have been engaged with youth activities. They have been nationalized (localized) in 2008.

Currently they provide the following activities: musical classes, art classes, advanced computer courses, library, and development of movies among others.

They also provide career information for youth in order to help them with their employment applications and further academic development. The office staff (consisted of seven members) is paid by the head SHL office, and SHL headquarters office has committed in supporting their strategic plan for 2007-2010 and 2010-2012.

Their objectives are focused in the following areas: a) Employment- through informal capacity building of youth, motivation of youth interested for smaller businesses; b) Offering services within the centre- different courses requested by youth, SHL focuses on three groups of youth: Youth municipal council with 450 youth, young volunteers and international volunteers.

The centre has great coordination with the four high schools of the town and the students use the facilities and services of the centre on daily basis.

They apply for funding only for their programmatic part since the staff is covered by SHL.

They have a functional board which is diverse in terms of ethnical composition, gender and age. They meet four times a year.

They are specialized in working with youth on voluntarism, in working with minority communities (i.e. Serbian and RAE)

The projects are developed based on the needs of youth which are members of the centre and the ideas are further elaborated among the staff.

They have internal monitoring and evaluation plans

The review of staffs performance is done after the testing period, during the first year every six months and then once a year.

SHL staff have defined roles among the each other and have all manuals for procedures in place. SHL have the capacities for providing capacity building for other local organizations.

Their structure is consisted of: Director, Project coordinator, Assistant, two Project officers and two technical staff.

The relations with the communities they serve are in great level.

They are partners with different organizations and local youth centers (i.e. CFP, YC – Suhareke/.a, Dragash/s)

They have great cooperation with the municipal department for youth and regional office for employment. They also cooperate with Police and KFOR.

### **Youth Association for Human Rights -YAHR**

Youth Association for Human Rights has been established in 1999 with the self-initiative of a group of young people. Their main focus is on good governance, democratic society, open and active citizenship.

Their mission is the advancement, protection and identification of breaches against human rights mainly through youth activities.

They have been supported by different donors such as: Save the Children, American Embassy, Olof Palme, OHCHR, Ministry for Youth Culture and Sports, FDI, ATRC among others. Some of their activities involve/d: language courses for youth, working with the communities in villages, monitoring of elections, promotion of education and human rights issues among youth, They have an executive board which gathers two times a year.

Their main expertise is in democratization processes and human rights promotion. They have 10 active volunteers and can mobilize even more if needed. They have specialized staff for monitoring of the project activities.

Youth Association for Human Rights has five employed individuals and the structure is the following: Executive Director, Project Manager, Financial Director, Program officer for Advocacy, Program officer for Monitoring of municipalities.

They work in Lipjan/Lipljane municipality and in surrounding villages but also in other municipalities i.e. Shtime/Stimlje, Fushe Kosove/ Kosovo Polje.

YAHR has great cooperation with the municipality in Lipjan/Lipljane and also with the ministry of Youth. Municipality supports them with the compensation of the rent and with additional facilities.

The cooperation with other NGO's is at good level, they cooperate with local women NGO and with youth Serbian NGO's from the neighboring villages.

They are quite active in advocacy, they have been involved in identification of priorities in five villages of Lipjan/Lipljane municipality and the identified priorities have been taken into account and implemented in cooperation with the support of the municipality.

### **Caritas Kosova – Mitrovica Branch**

The branch of Caritas Kosovo in Mitrovica is focused on three main areas: youth, human rights and economic development.

Their main activities include trainings for volunteers, trainings for non violent communication among others. They have organized different workshops with youth and children, animation with HR component, summer and winter camps, round tables, and different campaigns.

Their office and staff expenses are covered by the Caritas Kosovo Network while they look for other available funds to conduct project activities. All activities supported by Caritas Kosova Mitrovica branch are multiethnic and involve youth from Mitrovica/a and surrounding villages.

Currently they have two ongoing projects: 1. Working with children with special needs, funded by UNHCR and 2. Working with children in the collective centre in settlement Bajr in Mitrovica/a.

Being a branch of Caritas Kosovo Network they have all governance structures and systems in place. They have 20 active volunteers and over 1000 youth and children have participated in the camps organized by them. Their target groups are children/youth from ages 6-17 years.

The activities are mainly organized by youth while Caritas members are only monitoring them. They have multiethnic staff and have great relations with the municipal authorities even though their support in most of the cases is moral rather than financial. They cooperate with all NGO's in Mitrovica/a.

They identify working areas during meetings with youth and all their activities aim to prepare children and youth for life.

### **Me dore ne zemer – MDNZ**

Me dore ne zemer was established by the youth group supported by the French Caritas. It was registered as an NGO in 2002.

Goal of the NGO is to work on developing the civil society with the focus on youth, increase the participation of youth in different fields, creation of their self confidence and preparation for a safer future.

MDNZ works in areas of: democratization, education, culture, sports, media, and minority integration among others. They have implemented many projects with the support of different donors i.e. CDF, KIP, Ministry of Culture, Caritas Kosovo, World Bank, GTZ.

Currently they are implementing the following projects: The world is ours, keep it clean for us – funded by GTZ and Youth Department from Ministry of Culture and Youth; Youth for youth magazine – funded by the US Embassy; Municipality Community Safety councils - funded by East West Management; presenting the culture of Mitrovica Municipality - Dutch Embassy and Caritas Kosova among others. All projects are short term and last up to six months. They are also implementing partners in project funded by Olof Palme International Centre with CCSD (Centre for Civil Society Development) on European Integration, with YIHR (Youth Initiative on Human Rights), UNDP on issues related to school problems among others. They are members of Pro-peace network, Municipal Council for Local Action (MCLA) and Kosovo Youth Network.

They have three employees and up to 50 volunteers. Their target group includes youth from 15 up to 25 years of age.

MDNZ has a functional board which meets regularly two times a year. Nevertheless they are in continuous consultations with them in addressing different issues that come up during the daily work.

They offer trainings through non-formal education on: Human Rights, Advocacy, and Communication. They identify the priorities based on the identified needs and according to the requests of youth.

The employed staff has clearly defined roles among each other but that is not documented on formal job descriptions. They have a working manual and have system for approval of financial expenses.

MDNZ has excellent working relations with the municipality and Ministry of Youth Culture and Sports. They also cooperate with other NGOs and with NGO's from other communities (Serbian and RAE).

### **Health for All – Fushe Kosove**

The NGO, HFA has been established in 2003 with the support of the World Doctors organization. Their mission is to promote health education among RAE communities and further.

Currently they are implementing a project supported by UNFPA on identification and addressing the health issues among the members of RAE communities.

They have a functional board which meets once a year but is available for consultations on regular basis. They are experts in the field of health and education. HFA has 12 members out of which six are employed and six active volunteers. They also have 60 inactive volunteers which can be mobilized depending on the need.

All their projects are developed with participation of members and currently they are working in increasing the capacities of youth members of organization in order to carry more responsibilities.

As organization they are intermediating between the community and professional development centre for enrolling youth members of the RAE communities in professional courses free of charge, up to date they have managed to enroll around 9 young members of RAE communities.

They have defined roles among their staff and have staff contracts. They do not have financial or working manuals in place.

HFA has great cooperation with the municipality and Ministry of Youth Culture and Sports; they also cooperate with other NGO's.

### **Kosovo Youth Network -KYN**

KYN is a network of youth NGO's and its financial sustainability is mainly based on funding sources from different donors: Local and International NGO's and Governmental bodies.

General Assembly is the highest body of KYN, once in a year G.A. elects the President and the Board of Directors that is composed from nine organization representatives. The board has to take in consideration the diversity of organizations, regions, ethnicities, gender etc. In the first meeting the board of directors with the approval of the president nominates and selects the Executive Director

The Kosovo Youth Network (KYN) is an independent body representing 127 youth organizations and youth centers throughout Kosovo. Its mission is to develop the capacity of youth to address their needs and to become effective actors for a free, open, democratic society in Kosova. The goals of the KYN are to increase the capacity of youth groups in Kosovo; to strengthen cooperation, coordination and the exchange of ideas between youth groups and organizations, both within and outside Kosovo; to do activities which address priority needs of youth such as: youth participation, youth empowerment, human security, volunteerism, public health and unemployment.

KYN is registered as Non Profit and nongovernmental NGO under the existing Law on civil society and other regulations of Republic of Kosovo.

KYN has specific departments which are engaged in processes that are crucial for youth: department for information and Public Relations, department of capacity building / training institute, department for European Integration and international relations, department of policy development, department for cultural promotion and department for social Inclusion and volunteerism.

KYN has been active in design, adoption, implementation and evaluation processes of Law for Empowerment and Participation of Youth, Kosovo Youth Action Plan, Kosovo Youth Action Council and other decision making processes in local and central level.

The target groups of KYN are young people and youth groups, NGOs and other youth related groups of interest KYN is active at National Level

KYN members are registered NGO's of Kosovo and everyone who agrees with the statute, strategy, and who are ready to sign the MoU can be part of the network.

KYN Is member of several Regional and international Networks such as: Youth-Net etc. SEEYN, FLARE.

It is worth noting that KYN has recently had some internal problems and staff turnover issues which according to them have been overcome.

## **5. Conclusion and recommendations**

Forum Syd Kosovo program aims to target the partner NGO's through which will work to contribute to a much wider group of young people in Kosovo with a special focus on women, rural youth and the RAE communities.

Based on the above mentioned factors and access to the envisaged target groups, organizational basis, openness to change and ability to present and advocate for youth issues the recommendation is to give the opportunity for application to the bigger number of the NGOs. The following four organizations are recommended to be invited to submit their applications and the best two proposals will be accepted for implementation.

### 1. Youth Association for Human Rights – Lipjan/Lipljane

YAHR has ground basis for community youth work and has been active in working with youth since ten years. They have been able to obtain funding from different donors but



are not supported by any bigger donor organization. Their geographical position enables them to get involved in activities which can enclose rural youth from different ethnic communities living in the villages near municipality of Lipjan/Lipljane. They have the basic capacities for conducting youth work and are open for improving their internal systems.

#### 2. Me dore ne Zemer – Mitrovice/a

MDNZ is a very active youth NGO with very enthusiastic employees. Their geographical working area provides them the opportunity for cross community youth initiatives and gives them access to different communities: Serbian, Albanian, RAE communities and Bosnians. They have a functional structure and are open for improving their systems. They have very good reputation among other organizations and communities they serve.

#### 3. Health for All – Fushe Kosove/Kosovo Polje

HFA is an Roma and Ashkali organization working mainly in the health area, however they have been involved a lot in activities related to education, more specifically prevention of school drop-out which has high incidence among the RAE communities. Considering the fact that they are located in an area where the concentration of RAE communities is very high (around 5000 inhabitants of RAE communities) it would be interesting to work with them in order to have direct and acceptable access to one of the projects target group which are RAE communities.

#### 4. Kosovo Youth Network

Considering the fact that KYN has been initially foreseen as project partner in the proposal it would be good to involve them again after they have been consolidated. They have existing capacities for working with youth and on youth work. They have been directly involved in the processes for development and implementation of law on youth, Kosovo Youth Action Plan and consolidation of Councils for Action throughout Kosovo. Kosovo Youth Network could be an important and experienced partner organization which could take over Forum Syd Kosovo's program plan on Policy Level.

#### Additional suggestion

Local organization/youth centre SHL from Rahovec/Orahovac could be used as a resource organization in supporting the organizational development of Forum Syd Kosovo local partners. SHL has all manuals for procedures in place and also have the capacities for providing capacity building for other local organizations.

