

ANNUAL REPORT

ON ACTIVITIES OF THE BELGRADE OPEN SCHOOL FOR THE YEAR 2024



BOS
—
BELGRADE
OPEN
SCHOOL



ANNUAL REPORT ON ACTIVITIES OF THE BELGRADE OPEN SCHOOL FOR THE YEAR 2024



**RESILIENT SOCIETY
BASED ON
KNOWLEDGE, PARTNERSHIP
AND ACCOUNTABILITY**

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MISSION, VISION AND VALUES OF BOS

MISSION

Belgrade (BOS) is a non-profit, educational civil society organisation founded in 1993. BOS empowers and networks change-makers, improves public policies and brings together public, business and civil sectors in order to build a resilient society, based on knowledge, partnership and accountability.

VISION

Resilient society based on knowledge, partnership and accountability.

BOS VALUES



STRUCTURE OF BELGRADE OPEN SCHOOL



STRATEGIC PLAN

The new strategic plan of the Belgrade Open School for the period 2023 - 2025 was created as a result of the strategic planning process, which took place in 2022, after the end of the strategic plan of BOS for the period 2019 - 2021. The strategic document for the period 2023 - 2025 is the result of significant efforts made by the entire BOS team, in order to set a new development plan and priorities for the next three years.

STRATEGIC GOALS

DEVELOPMENT OF CIVIL SOCIETY ORGANIZATIONS AND INDIVIDUALS

Contributing to the development of civil society and individuals through educational programs, trainings, study visits, sharing information, counselling, financial and expert support, as well as mentoring and networking.

IMPROVEMENT OF PUBLIC POLICIES

Improving the process of development, implementation, monitoring and evaluation of public policies and enhancing their quality through research, advocacy, support of participation in decision-making processes, networking and mentoring support.

BOS contributes to both goals with its work in the following areas:

- Civil society
- European integration
- Energy, climate and environment
- Employability and career guidance and counselling
- Education
- Youth policies
- Good governance



BOS GOVERNANCE: FUNCTIONING AND THE IMPROVEMENT OF ORGANIZATIONS' WORK

ASSEMBLY OF THE BELGRADE OPEN SCHOOL AND THE SUPERVISORY BOARD

The Assembly of the Belgrade Open School, composed of 13 founders, distinguished individuals elected from the Belgrade Open School alumni community, held a session on June 10, 2024. During the session, the Annual report on activities of Belgrade open school as well as the Financial Report for 2023 were adopted. The members of the Supervisory Board reviewed the accounting records, prepared and signed the Supervisory Board Report, also for 2023.

STEERING COMMITTEE

The meetings of the Steering Committee was held on June 17, 2024. During the session, the Annual report on activities of Belgrade open school, the Financial Report for 2023, and the Supervisory Board Report for 2023 were adopted. As the term of the General Director was coming to an end, the members of the BOS Board of Directors voted to reappoint Vesna Đukić to continue performing this important role for the next two years. They were also informed of the necessity for the Board of Directors to co-opt two new members in the upcoming period.

BOS COLLEGIUM (BOSco)

BOS Collegium began its work in 2014 with the aim of improving internal communication and the overall work of the Belgrade Open School. BOSco consists of elected representatives of teams from the areas that BOS works on. During 2024, 22 meetings were held in order to actively work on the planning of ongoing activities of BOS, quality team collaboration and coordination goals of the organization.

BOS GOVERNANCE FRAMEWORK AND PRACTICES

In 2024, the Belgrade Open School continued to adopt new and develop existing internal procedures and rules. In accordance with the Labour Law, the Work Regulations were updated in order to more closely regulate the rights and obligations of employees.

By introducing new jobs and by defining in detail the scope of work, obligations and responsibilities in existing jobs, the Regulations on the Organization and Systematization of Jobs were updated.

The Belgrade Open School follows changes in the positive legislation of the Republic of Serbia, and in accordance with the adoption of new laws and bylaws in 2024, it adopted the necessary legal acts and adhered to the rules stipulated by positive legislation in its work.

Based on the Law on Archival Materials and Archival Activities, the Archive Book of the Belgrade Open School and the List of Categories of Registry Material with Storage Periods in the Belgrade Open School were updated.

For the regular conduct of the work process at the Belgrade Open School, more than 450 individual legal acts have been created - employment contracts, decisions, solutions, agreements, etc.

In accordance with the adopted regulations and instructions, several training courses were held in 2024 with the aim of improving the skills of employees and engaged persons. In addition, employees and engaged persons at the Belgrade Open School were able to learn about procurement procedures at the training on PRAG procedures that apply to all European Union external assistance contracts.

FINANCIAL SECTOR

In 2024, the financial sector of the Belgrade Open School successfully registered all business changes and carried out all tasks arising from its entire business in accordance with the Law on Accounting of the Republic of Serbia, as well as the Rules on Public Procurement and Financial Procedures of the BOS. This will result in the disclosure of the BOS financial report for 2024, which will be publicly available on the APR, as well as on the official BOS website.

In 2024, periodic and final financial reporting for 14 projects was initiated and completed, with special emphasis on work related to seven major projects. These projects involve collaboration with partner organizations, as well as civil society organizations, media, and informal groups that receive financial and mentoring support (grantees). The financial sector successfully processed, analysed, and assessed the accuracy of financial reports from 192 partners and grantees on a monthly, periodic, and final basis.

An audit of the entire operations of BOS for 2023 was conducted during May 2024. Audits of seven financial reports were also successfully conducted, of which three reports were for projects with grant schemes. Also, during June 2024, the financial monitoring by the USAID controller was positively assessed. In the following period, after the submission of the final account, an audit of the entire operations of BOS and the financial report for 2024 is planned, as well as contracted audits for four more projects.

Given that the Belgrade Open School also provides professional and innovative services, strengthening the capacities of the civil, public and business sectors, the financial sector. In this capacity BOS has performed a cost analysis, issued and collected 161 different invoices.

As every year, in 2024, a certain reorganization of the sector was carried out, so that the team currently consists of: one financial manager, four financial coordinators, one administrative coordinator, one accountant and one administrative and financial assistant. In accordance with business requirements, procedures for control, approval and payment of expenses have changed, and in parallel with legal changes, new procedures, forms and internal documents are being introduced that should ensure the smooth functioning of the entire business of BOŠ.

IT SECTOR

In 2024, the IT sector of the Belgrade Open School made significant progress through the creation and redesign of multiple websites, online platforms, and portals aimed at enhancing digital presence and user interaction.

As part of the Together for the Environment project, the online platform zazivotnusredinu.bos.rs was successfully developed. This platform provides rich information and resources dedicated to building a comprehensive support program for nature management in Serbia, encouraging the private sector to distribute and utilize natural resources more efficiently, and empowering citizens, media, and civil society to advocate for a clean environment and responsible public authorities.

Additionally, the redesign of the *Progovori o pregovorima* website, available at eupregovori.bos.rs, has begun. The new design will offer users improved visual elements and significantly enhanced functionalities, making navigation easier. Through this platform, users gain access to the latest news, reports, and specialized journalistic articles covering topics of regional and global importance, further positioning it as a key source of information for those engaged in negotiation processes.

For the Move.Link.Engage. 2024 conference, the event's website was redesigned to enhance user experience and provide better visibility of the thematic framework and conference speakers.

Moreover, the *Javnost na potezu* platform, available at javniuid.bos.rs, was developed to enable transparent and straightforward tracking of draft laws. Each draft law has a dedicated webpage with instructions for submitting comments and a section for publishing and exchanging public comments, thus fostering greater citizen participation in the law-making process. Some examples of draft laws featured on this platform include:

- Energy Development Strategy of the Republic of Serbia – javniuid.bos.rs/strategija-razvoja-energetike-rs
- Environmental Protection Strategy – javniuid.bos.rs/strategija-zastite-zivotne-sredine
- Air Protection Law – javniuid.bos.rs/zakon-o-zastiti-vazduha

These projects have ensured that the Belgrade Open School and its partners continue contributing to the digital transformation of society by providing more efficient access to essential information and maintaining interactivity with all relevant stakeholders.

COMMUNICATIONS

Belgrade Open School communicates with all interested audiences through its official website, available in both Serbian and English: <https://www.bos.rs/>.

In addition to the official website, communication is also conducted through BOS platforms, including [Progovori o pregovorima](#), [Together for the Environment](#), [EU Resource Center for Civil Society in Serbia](#), [BOS Career](#), [Mingl](#), [Move.Link.Engage](#), [Work Practices](#), and [Community Energy](#). Following the completion of the projects Dialogue of Change, Civil Society for Advancing Serbia's EU Accession, and Active Citizens for a Better Society, these platforms have remained active as valuable information resources for civil society representatives.

BOS also maintains active accounts on the following social media platforms: Facebook, Instagram, LinkedIn, and YouTube.

In 2024, the total number of views across websites and platforms reached nearly 400,000, while social media campaigns achieved a reach of almost 5,000,000. Additionally, 1,146 publications were recorded in print and electronic media. Alongside these communication channels, email marketing remains an essential method for BOS, and in 2024, email campaign platforms were further improved.

To facilitate public participation in decision-making processes, BOS launched a Viber channel, BOS - Public in Action, in December 2024. This channel regularly shares information about public debates, consultations, presentations, and other relevant events. The launch was symbolically timed during the public debate on the Environmental Protection Strategy, and the channel currently has over 150 followers.

In 2024, the Progovori o pregovorima portal was officially registered as a media outlet, and an Instagram account was created for the portal. The Instagram account aims to inform social media users about the EU accession process and enhance the visibility of this topic. From its launch in July to December 2024, the account published 59 posts, reaching 440,502 people and gaining more than 200 followers.

The dominant content format is Reels, currently the most popular format on Instagram, with categories including quizzes, podcasts, newsletters, news, analyses, and interviews. The account continues to grow daily, with regular posts up to three times a week.

Overview of website and online portals of Belgrade Open School in 2024

Website/ Online portal	Views
Belgrade Open School	100.321
Mingle	85.966
EU Resource Center	74.431
Let's talk about negotiations	46.844
Together for the Environment	38.179
BOS Career	30.390
Transformator	4.384
Active Citizens	3.896
Dialogue of Change	1.793
Move.Link.Engage.	1.773
Work Practices	439

Overview of Belgrade Open School social networks in 2024

Platform	Channel name	Number of followers
Facebook	Belgrade Open School	16.000
Instagram	Belgrade Open School	5.856
Instagram	Mingle	3.635
Instagram	Let's talk about negotiations	202
LinkedIn	Belgrade Open School	3.412
Viber	BOS #ThePublic'sTurn	187
YouTube	Belgrade Open School	304

IMPROVING HUMAN RESOURCES

Employees' development and competencies

BOS is continuously investing in employee development, so during 2024 employees in Belgrade Open School participated in 43 domestic and 11 international public events, which resulted in capacity building for employees in various fields. Employees of the Belgrade Open School participated as speakers at 14 international and 27 domestic events.

In 2023, BOS introduced the practice of BOS days – one-day events where the entire team gathers and discusses all topics relevant to the work of BOS. For each BOS day, a special organizational team is appointed that prepares the agenda, which is related to important information and processes. Each BOS day included an educational part, but also a segment reserved for strengthening the team's capacity and socializing. In 2024, five BOS days were held.

In 2024, BOS team members went on study visits to Belgium and Greece.

Belgrade Open School works on the development of employees through the annual assessment of competences based on the values of BOS. After completing the survey on competencies, each employee had a regular, annual interview with his superior in order to gain insight into the achieved goals and planned development.

Additionally, during 2024, BOS has organized 3 internal and 23 external trainings for its employees on various topics.

Onboarding process

Belgrade Open School has actively developed internal procedures during 2024. Four colleagues acquired new knowledge and skills through eight trainings within the basic rules and procedures of BOS, business communication, event organization and study visits. The process itself is designed to suit the organizational culture of the BOS, in order to be more integrated into BOS team.

Technical support and library

In 2024, five existing 22" monitors were replaced with larger 27" monitors. Four new laptop computers were purchased, significantly increasing team mobility. As part of the regular equipment upgrades, four desktop computers were also replaced. A wide-angle microphone and JBL sound system were installed in the BOS classroom, enabling lectures and hybrid video conferences and meetings with high-quality audio transmission. Additionally, the capacity of the podcast room was expanded, allowing up to three guests per episode.

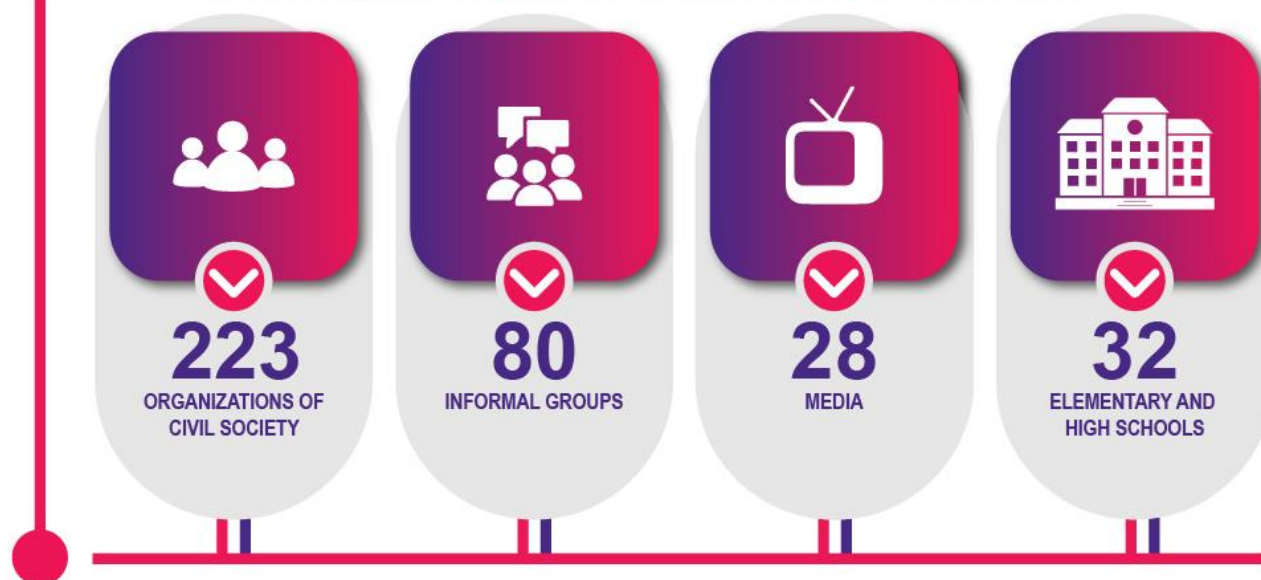
Throughout 2024, as in previous years, the library has been available to current and former students, as well as to lecturers and friends of the Belgrade Open School. The BOS library added 15 new editions to its collection, which were donated by former students, friends, and collaborators of BOŠ. The library now holds a total of 3,600 books, which, in addition to maintaining the relevance of the library's collection, are also used by employees to professionally carry out their duties on various projects and enhance their knowledge in specific areas. The Belgrade Open School library is located within the EU Resource Center for Civil Society offices

BOS ACHIEVEMENTS IN 2024





MENTOR, EXPERT AND FINANCIAL SUPPORT FOR:



TRAININGS AND PUBLIC EVENTS





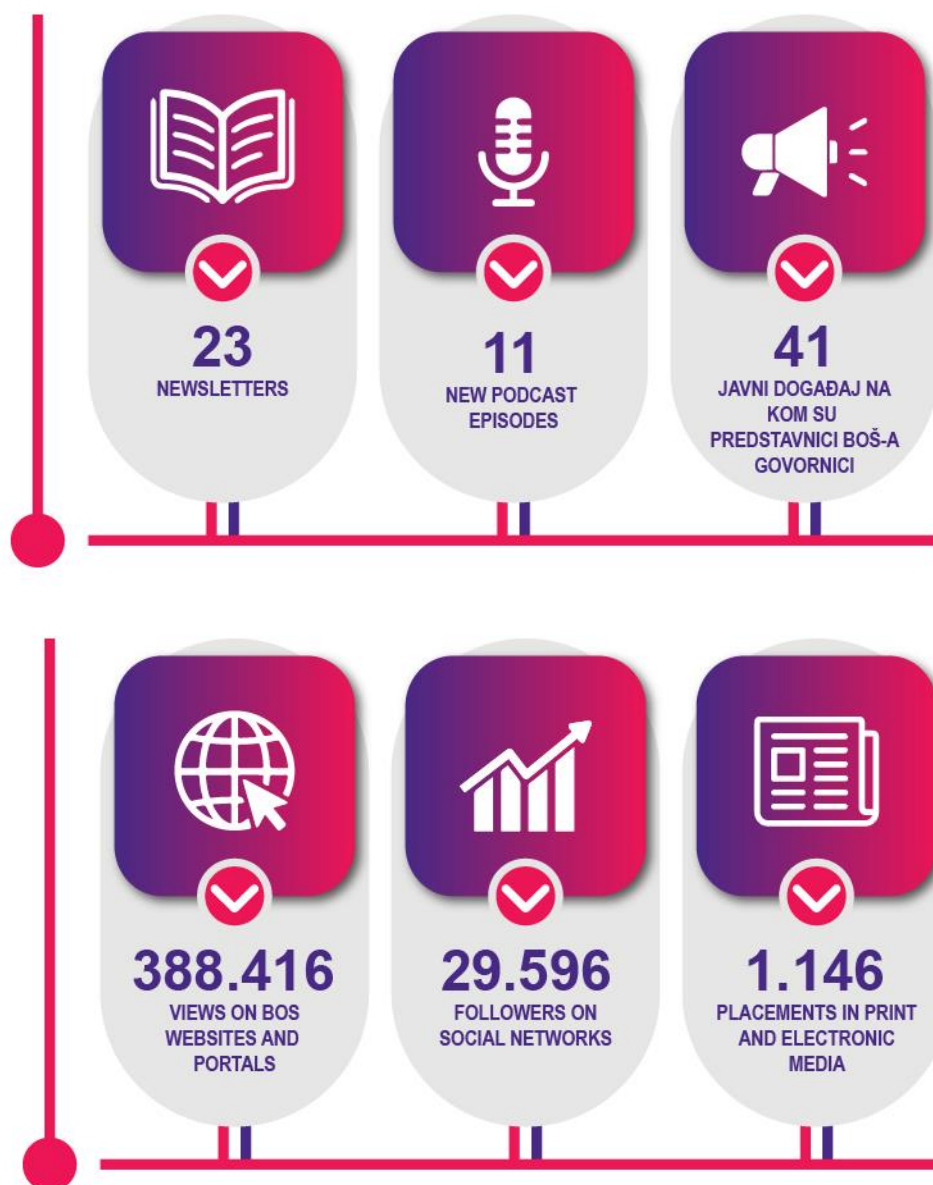
REALIZED ONE-YEAR
MULTIDISCIPLINARY PROGRAM OF

**THE 31TH GENERATION
OF FUTURE STUDIES**

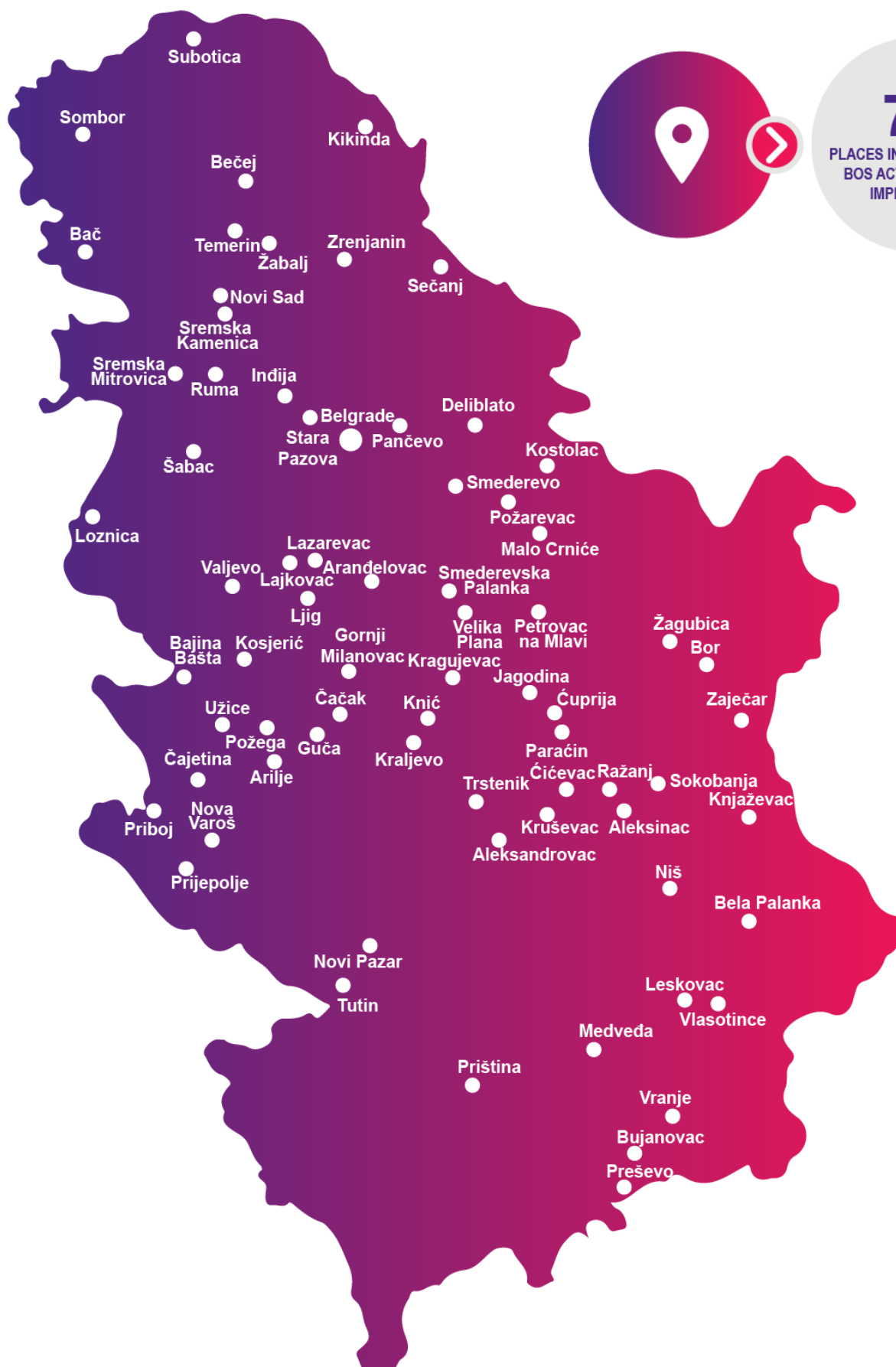


225
INDIVIDUAL CAREER
COUNSELLING





PORTALS							
LET'S TALK ABOUT NEGOTIATIONS	EU RESOURCE CENTER	TOGETHER FOR THE ENVIRONMENT	MINGL	BOS CAREER	COMMUNITY ENERGY	MOVE.LINK.ENGAGE	WORKING PRACTICES
	 #EY 3A TEBE						WORKING PRACTICES



75
PLACES IN SERBIA WHERE
BOS ACTIVITIES WERE
IMPLEMENTED

PROJECTS AND DONORS

1. Project: *The EU National Resource Centre for Civil Society in Serbia*
Donor: EU Delegation to Serbia



2. Project: *Together for the Environment*
Donor: US Agency for International Development (USAID)



3. Project: *Civil Society Advancing Serbia's EU Accession Process - Europe ASAP*
Donor: Swedish International Development Cooperation Agency (SIDA)



4. Project: *Advancing Media and Youth CSOs for Prosperous Democratic Development of Serbia*
Donor: Swedish International Development Cooperation Agency (SIDA)



5. Project: *Green Agenda Navigator - Empowering civil society to support development of climate-neutral and climate-resilient economies in the Western Balkans*
Donor: European Commission



Finansira
Evropska unija

6. Project: *Civil Society for Energy Transition*
Donor: British Embassy in Belgrade



7. Project: *Virtual Internships for Inclusive Society*
Donor: European Education and Culture Agency



8. Project: *Public Finance Reform – 2030 Agenda: SDGs for all Platform*
Donor: Governments of Switzerland and Germany
Implementation partner: German Organization for International Cooperation (GIZ)



9. Project: *Energy Transformation and Decarbonization in the Western Balkans*
Donor: German Federal Ministry for Economic Development and Cooperation (BMZ), implementing partner GermanWatch



10. Project: *PRO – Local Governance for People and Nature*
Donor: Government of Switzerland



11. Project: *Local Actors for Clean Energy and Air*
Donor: European Climate Foundation



12. Project: *Open Balkan Energy Mix*
Donor: Open Society Foundations



13. Project: *Green Schools for Youth Employment*
Donor: Open Society Foundations



14. Project: *Green Generation – Schools Engaged in Climate Action*
Donor: Open Society Foundations



15. Project: *Survey of Public Opinion on the Use of Natural Gas in the Energy Mix*
Donor: European Climate Foundation



16. Project: *A Step Forward Towards Accessible Career Guidance and Counseling Services*
Donor: Ministry of Tourism and Youth



17. Project: *Move.Link.Engage. Conference*



18. Project: *Educational program Future Studies*
Program is funded by Belgrade Open School and with the support of alumni donations



19. Project: *BOS Career*
Belgrade Open School



20. Project: *Youth portal - Mingl*
Belgrade Open School



PARTNER DONORS AND CLIENTS

- Delegation of the European Union in the Republic of Serbia
- Swedish International Development Cooperation Agency (Sida)
- United States Agency for International Development (USAID)
- European Commission
- Foreign and Commonwealth Office
- German Organization for International Cooperation (GIZ)
- German Federal Ministry for Economic Cooperation and Development (BMZ)
- United Nations Environment Programme (UNEP)
- European Climate Foundation (ECF)
- Open Society Foundations
- Central European University
- Ministry of Tourism and Youth
- Students of the Future Studies Program of the Belgrade Open School
- Egzakta LLC
- DF SPC Humanitarian Aid
- Center for European Policies
- NGO CGK Skopje
- Western Balkan SCIF
- University of Ljubljana
- BOŠ Alumni Network
- OTP Bank
- Ana and Vlade Divac Foundation

PARTNER ORGANIZATIONS AND INSTITUTIONS

- Aarhus Center
- Alternative for Safer Chemicals
- American Chamber of Commerce in Serbia
- Ana and Vlade Divac Foundation
- Balkan Green Foundation
- BFPE Foundation for a Responsible Society
- CEE Bankwatch Network
- Center for Advanced Economic Studies
- Center for Democracy Foundation
- Center for Ecology and Energy (Bosnia and Herzegovina)
- Center for Environmental Improvement
- Citizens' Association ENECA - EcoNomic Expert Community Association
- Citizens' Association New Path
- Climate Action Network (CAN Europe)
- Eco Conscious
- Eco-Team
- Eco-Z
- Energy Cooperative Elektropionir
- Energy Cooperative Sunny Roofs
- Environmental Protection Engineers
- Germanwatch
- International Organization The Nature Conservancy (TNC)
- International Union for Conservation of Nature (IUCN)
- Junior Achievement EU (Belgium)
- Junior Achievement Serbia
- Local Response
- Movement of Young Roma and Egyptians (Albania)
- National Association of Youth Offices, Bonevet (Kosovo)*
- National Youth Council of North Macedonia
- New Planning Practice
- Novi Sad School of Journalism
- PIXEL (Italy)
- Pro.Tok21
- Protection and Preservation of the Natural Environment
- Regulatory Institute for Renewable Energy and Environment – RERI
- RES Foundation
- RESET – Center for Sustainable Energy Transition Sarajevo
- Safe Paths
- Smart Kolektiv
- Society for the Protection and Study of Birds of Serbia
- Society of Young Researchers Bor
- TOC - Association for Sustainable Community Development
- United Branch Trade Unions Independence
- United Nations Environment Programme (UNEP)
- Uzice Center for Children's Rights
- World Wide Fund for Nature – WWF Adria
- XANO Channel
- Young Farmers of Serbia

CIVIL SOCIETY ORGANIZATIONS AND MEDIA WE SUPPORT THROUGH EXPERT, MENTORING AND FINANCIAL SUPPORT

- A11
- Academic Inclusive Association
- Academy of Women's Leadership
- AgroNews
- Association "Porečje"
- Association for Preserving Tradition Višnja
- Association for Youth and Adult Education
- Association Hardworking Housewives
- Association of Sport Fishermen "Deliblato Lake"
- Association Rainbow
- Association Ružica
- Be Active
- Beta Media Center
- BFPE Foundation for a Responsible Society
- Biological Society "Dr. Sava Petrović"
- Block 19a
- Boom93
- Braničevo Initiative
- Brightness
- CAK – Music Creative Laboratory
- Center for Civic Action
- Center for Ecology and Sustainability
- Center for Education and Affirmation of Ashkali
- Center for European Policies
- Center for Local Democracy
- Center for the Development of Pomoravlje
- CeUM
- Citizens' Association New Path
- CooperFriendship
- Creative Center Kragujevac
- Creative MediaArtists
- Cultural Center Kljajićevo
- Defend Tesla
- Digital Step
- Donating is Heroic
- Echo
- Eco Elite
- Ecological Center "Stanište"
- Ecological Movement Padina
- Educational Center Kruševac
- Ekomar
- Empowered Women
- Entrepreneurs' and Businesspeople's Advocate of Serbia
- Erudita

- European Movement in Serbia - Kraljevo
- Events in Our City
- Fairy Home
- Female Footballers in Focus
- FilArt
- For Our Belgrade
- For Our Paws
- For Our Petrovac
- For the Most Beautiful Drača
- Four Men from Metino Brdo
- Four Waters
- Gorans Movement and Volunteer Center
- Gorans Movement of Vojvodina
- Grebenac in Our Hearts
- Green Ashes Mileševa
- Green Mitrovica
- Green Plantations
- Help Parents
- Hisbas
- I Have a Say Too
- Include Everyone!
- Independent Journalists' Association of Serbia
- Infovranske
- Institute for Corruption Research Kareja
- Institute for Media and Diversity Western Balkans
- Institute for Regional Development
- Internet Portal e-Braničevo
- Internet Portal SDCafe
- iRevolution
- Iskra
- Jezava Ivanovci
- Join Us
- Journalists' Association of Serbia
- Jugmedia
- Karlovac Vineyards
- Kolubara Youth Association
- Kreativa Media
- Kulturanova
- Laris
- Leskovac Circle
- Liceulice
- Little Paradise Lazarevo
- Lobbying in the Public Interest
- Local Response
- Local Youth Parliament of Ivanjica Municipality
- Logosfera
- Magločistač
- MALIČ Outdoor
- Media and Reform Center
- Mental Hub
- Movement for Inclusive Studying

- National Youth Council of Serbia
- Need for Green
- Neighborhood Activists
- Neighbors for Neighbors
- IG (In)visible
- IG Activists Zlatovo
- IG Arbi
- IG Back to Village and Nature
- IG Cultural Center Gložane
- IG Disorganized Artists
- IG Ecotourism Team of Villages in Petrovac na Mlavi, Despotovac, and Žagubica Municipalities
- IG Electoral Changes
- IG Golden Children
- IG Initiative Čačalica
- IG Jerma
- IG KOM Youth Club Međuhana
- IG Liberta Art
- IG Mountaineers
- IG Nature Lovers
- IG Neighbors
- IG Power of Change
- IG Read Between the Green Lines
- IG REAL Sekuričani
- IG Some New Actors
- IG Super Trnavci
- IG Together in Motion - Active Community of Dimitrovgrad
- IG United Colors of Nature
- IG United Lazničani
- IG Village Sumrakovac
- IG Women of Krupac
- IG Youngsters
- IG Youth Creators' Circle
- IG Youth for Homeland
- IGO Day
- Oasis
- Okular
- Otisak Foundation
- Our World Leskovac
- Parents in Action
- Platform for Energy Transition
- Pletisanka
- Poletarac
- Polimlje Brightness
- Pro.Tok 21
- Proactive
- Protect the Rivers of Prijepolje
- Protecta
- Quart of Linden and Chestnut Trees - Residents of Vlade Danilović and Čika Ljubina Streets in Valjevo
- Queer Pančevo
- Radio Lux
- RES Publika

- Rezon NS
- Roma Association Novi Bečej
- Roma Students' Association
- Safe Paths
- Self-Help Group
- Silent Heroines
- Single Parents Association Miona
- Society for Environmental Protection "Okanj"
- Socijativa
- Sports and Diabetes
- Sports Society
- StartHub
- Streets for Cyclists
- Student Cooperative of the Hospitality and Tourism School
- Suburbanists
- Tara 2022
- Team 42
- Tebrizam
- Ternipe
- Theater for Change
- Topola
- TV Forum
- Twenty Brave Women
- United for Kraljevac
- Urban Bio-Recyclers
- Urban Green
- Volunteer Center Niš
- We Are Not Alone
- We, You, They
- Women on the Move
- Women's Economic, Ecological, and Educational Organization
- Women's Initiative Bačko Gradište
- Young Farmers of Serbia
- Youth Forum of Opovo Municipality
- Youth in Rural Areas
- Youth of Ljubovija
- ZOO Planet
- Zoomer

NETWORK AND MEMBERSHIPS OF BOS IN 2024



Coalition 27 - Network of civil society organizations dealing with environmental protection, established for the purpose of coordinated monitoring of the process of harmonization and implementation of policies and regulations of the Republic of Serbia with the Acquis Communautaire in Chapter 27. The mentioned chapter refers to the environment and climate change. Coalition 27 consists of nine organizations: Alternative for Safer Chemicals, Belgrade Open School,

Society for the Protection and Study of Birds of Serbia, European Climate Action Network (CAN Europe), Center for Environmental Improvement, Environmental Engineers Group, One Degree Serbia, Young Researchers Of Serbia and the World Nature Organization (WWF). The vision of Coalition 27 is a preserved environment for the benefit of people and nature, a low-carbon economy, as well as efficient and fair use of natural resources in the Republic of Serbia. Through the work of Coalition 27, Belgrade Open School contributes to its strategic goal, the improvement of public policies in the field of environmental protection and the field of European integration. By working on the annual shadow report published by Coalition 27, BOS contributes to improving transparency and strengthening the accountability of administrative bodies in charge of working on the negotiating chapter 27 in the process of Serbia's accession to the European Union. Through its work in Coalition 27, BOS participated in working groups, consultative meetings and public discussions in the process of decision-making, improvement of public policies and adoption of public policy instruments in the field of environmental protection and climate change



Regional Civil Society Network for Monitoring Public Administration Reform - Weber's Regional Civil Society Monitoring Network monitors public administration reform in the Western Balkans. Belgrade Open School has been a member of this network since 2016, and the overall goal of the Network is to emphasize the importance, increase participation and strengthen civil society in the Western Balkans.

Belgrade Open School became a member of the eminent business association, **American Chamber of Commerce in Serbia (AmCham)**, in 2015. Through partner cooperation, BOS and AmCham started multiple initiatives in the fields of human resource development as well as in connecting the world of education and the labour market. Since 2016, BOS has had its representatives in the AmCham HR Board and the AmCham Labor Regulations Task Force.



Belgrade Open School has been a member of the **National Youth Council of Serbia** since 2011, and it is also one of the organizations that participated in the founding assembly of KOMS. BOS actively contributes to the work of this organization, which aims to represent the interests of young people by developing partnerships with the state, intersectoral and international cooperation and to encourage active participation of young people in the development of Serbian society.





Serbian Association of Managers (SAM) - During the five years of membership in the Serbian Association of Managers (SAM), BOS contributed to the work of the association. Belgrade Open School has improved its visibility in the business community and contributed to its development and intersectoral partnership through a series of activities, realization of two events, organization of 30 meetings, as well as informing over 500 representatives of business and civil sector.

Serbian National Internet Domain Registry - Belgrade Open School is one of the founders of the Serbian National Internet Domain Registry and since 2007, BOS contributes to the development of internet in Serbia and provides support to the foundation.



Beyond Fossil Fuels is an initiative of civil society organizations from the European Union, the Western Balkans and Turkey to achieve the goals of the Paris Agreement - transform Europe's energy sector into a low-carbon system and abandon coal as an energy source. The initiative aims to eliminate the negative effects of coal on public health, social, economy and the environment.



Climate Action Network (CAN) Europe is the leading European coalition of organizations working to address climate change. With over 170 active member organizations, from 38 European countries, representing more than 1,500 CSOs and more than 47 million citizens, CAN Europe promotes a sustainable climate, energy and development policies throughout Europe. This network encourages civil society organizations to influence the design and development of effective policies related to climate change in Europe, both in countries of the European Union and in non-member countries. By participating in the work of the CAN Europe network, Belgrade Open School contributes to its strategic goal, through the improvement of public policies in the field of energy and climate change.

Network of good energy - A voluntary platform for connecting local governments and partners from the governmental, non-governmental and business sectors, who are committed and have ambitions to apply and disseminate good practices and solutions in local energy. The Good Energy Network brings together actors who show a greater degree of ambition in the implementation of local climate and energy policies, compared to the nationally set framework. The network currently consists of three cities and municipalities (Pirot, Sabac and Vrbas) and three civil society organizations (Belgrade Open School, RES Foundation and the Movement of Gorani of Vojvodina) that have decided to work on the development and implementation of ambitious energy and climate policies at the local level. Through its work in the Good Energy Network, BOS contributes to its strategic goal, the improvement of public policies at the local level.





**ASOCIJACIJA
ONLAJN
MEDIJA**

Belgrade Open School has been a member of the **Online media association** since 2015 and is also one of its founders. The Online media association aims to develop and promote ethical standards of online reporting, affirmation of free, independent and professional work of online media and promotion of ethical standards and public interest in the field of public information, as well as strengthening the role of online media in the democratization of society. Also, Belgrade Open School has its representative in the Supervisory Board of the association.

The Green Chair represents a network of over 60 non-governmental organizations dealing with the issue of environmental protection. It was founded in 2013 with the idea of permanent participation of representatives of the civil sector in the sessions of the Environmental Protection Committee of the National Assembly of the Republic of Serbia. The mission of the Green Chair is to improve communication with the legislative branch of government through an established mechanism, the only one of its kind, and to influence the improvement of legislative proposals in the field of the environment. This unique mechanism enables the continuous and coordinated participation of civil society representatives in the work of the Committee and is one of the most important mechanisms for involving citizens in the work of parliamentary committees used in the National Assembly. Representatives of the Green Chair have the opportunity to participate in the debate during the session, give comments on the topics on the agenda, as well as proposals for the improvement of legal and by-law solutions presented at the session. The basic idea and intention of working through this mechanism is to provide MPs, members of the Committee with professional expertise and insight from the civil sector, as well as from the local.

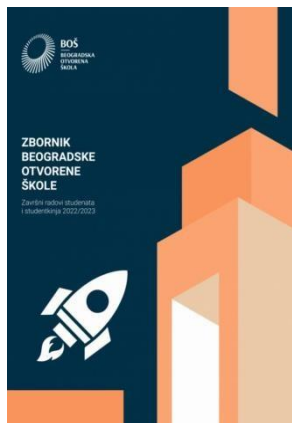


MEMBERSHIPS

Belgrade Open School had its representatives in the following working groups and bodies:

- Working group for the development of the Strategy for the implementation of the Convention on the availability of information, public participation in decision-making and the right to legal protection in environmental matters (Aarhus Convention) with an Action Plan;
- Council for creating a supportive environment for the development of civil society;
- Working Group for monitoring of implementation of the Employment Strategy for the period 2021-2026 and the Action Plan for the period of 2021 - 2023;
- Open Method of Coordination in Adult Education;
- HR Forum of the American Chamber of Commerce in Serbia;
- Labor Task Force of the American Chamber of Commerce in Serbia;
- Open Data Working Group;
- Working group for improving the Quality of Career guidance and counseling services;
- Working group for Internships;
- Advisory Board of Coca-Cola HBC;
- Working group for the development of Integrated national energy and climate plan;
- Working group for the preparation of Energy development Strategy;
- Working group for the diagnostics of Just energy transition;
- Working group for the development of Environmental protection Strategy;
- Working group for the development of Strategy for the implementation of the Aarhus Convention;
- Inter-ministerial working group for monitoring the implementation of the Public Administration Reform Strategy for the period 2021 - 2030, with the associated Action Plan;
- Special inter-ministerial working group for the development and monitoring of the implementation of the fifth Action Plan for the implementation of the Partnership for Open Administration initiative in the Republic of Serbia;
- Special working group for the proposal development of an action plan for the implementation of the Strategy for creating a supportive environment for the development of civil society, for the period 2022 - 2030;
- Working group for drafting the Draft Law on Air Protection;
- Working group for amendments to the Law on Energy;
- Working group for drafting by-laws for Career guidance and counseling;
- Working group for the preparation of changes to the legal framework of Consultations and public hearings.

BOS PUBLICATIONS IN 2024



Collection of Final Theses of Students 2022/2023



Energy Transition - Building by Building



Green means together!



Energy Mix - Albania, North Macedonia and Serbia:
Concept of Balkans Renewable Power Cooperation



Chapter 27 in Serbia: Years Go By, We Stand Still



Analysis of Environmental Protection Financing in the
2014 - 2023 Period: You Get What You Pay For



Agenda 2030 in Serbia: Is the end goal in sight?



Vicious Circles – Practices, Barriers, and Needs of Organizational Development of Civil Society Organizations in Serbia



European Best Practice Report



Policy recommendations for improvement of virtual internships on EU level



Policy recommendations for improvement of virtual internships in Serbia

BOS PORTALS

BELGRADE OPEN SCHOOL

The website of the [Belgrade Open School](#) is the most important communication tool that contains all the information about the work of the organization, its vision, mission and structure, as well as relevant reports and documents. BOS website also contains segments about employees, current and accomplished projects, publications, achievements, partners and associates, while a simple overview provides



access to other BOS portals. The website is updated on a daily basis, so that visitors have access to the latest information on current calls and event announcements, as well as news related to the project activities of each team. The official website is designed to make all the organization's activities transparent and easily understandable to the general public. In 2024, the BOS portal had over 100,000 views, and all information is available not only in Serbian but also in the English version of the website.

LET'S TALK ABOUT NEGOTIATIONS

[Let's talk about negotiations](#) portal was established in 2013, as part of the initiative with the same name and has been monitoring the process of Serbia and the Western Balkans' European integration, as well as various events within the European Union, for more than a decade. The main goal of the portal is to inform citizens and provide up-to-date information about the integration process of Serbia and the region.



In the "News" section, daily updates are provided about the EU accession process, as well as topics at the national level. The "Newsletter" section contains all issues of the portal's monthly newsletter. The newsletter covers various current topics, aspects, and perspectives related to the European Union, both at the national, regional, and European levels. In 2024, improvements were made to the newsletter on the Issuu platform, tailored to the needs of readers and making it easier to read. The newsletter currently has over 115 editions and more than 3,700 subscribers. The idea of POPsetnik – an editorial selection for readers so they don't miss the most important news and analyses from the previous month – was implemented, and a new section called "Perspective" was opened within the POPsetnik format.

The "Analysis" category contains in-depth analyses, most often focusing on current events in Serbia, the region, the European Union, and the world. Some of the topics addressed in 2024 analyses include: the new Growth Plan for the Western Balkans, European Parliament elections, Serbia's reform agenda, ETIAS and EES systems, US presidential elections, and many others. In 2024, the production of the Let's talk about negotiations podcast was intensified with the goal of further diversifying and expanding content on the European integration process. A total of 11 podcast episodes were created, covering various topics from the super-election year worldwide, the importance of international resolutions, phased EU accession, to summarizing the year and student blockades.

Additionally, the portal provides information about the progress of Serbia's EU accession negotiations, including all relevant documents – agreements, contracts, European Commission reports, and negotiation positions. In 2024, over 170 news articles, 80 authorial analysis pieces, four interviews, 11 podcast episodes, and 11 issues of the newsletter were published. The portal's Instagram account was created in 2024 to increase the visibility of the topic, reaching 440,502 people. The portal had 46,844 views in 2024. Another redesign of the portal is currently underway to make the website more user-friendly. The editorial team also grew by 22 new correspondents.

EU RESOURCE CENTER E-PLATFORM

The [EU Resource Center E-platform](#) serves as a comprehensive resource center for all stakeholders involved in Serbia's EU integration process. The platform provides informational content, offering analyses, expert interviews, relevant calls, as well as video lessons and other educational materials. The total number of page views in 2024 reached nearly 75,000. The highest number of views was recorded on pages about open calls for donations and other forms of support, as well as current news.



There has also been a noticeable increase in interest in video lessons and other forms of e-learning. Within the informational part of the E-platform, daily updates are published regarding the civil sector, promoting initiatives from various organizations, key successes in the reform processes, and highlighting key challenges. A section called "E-Library" has also been introduced, providing useful links for civil society organizations: official EU websites, EU Delegation in Serbia, state institutions, and educational sources. Additionally, the platform features research, publications, and analyses. In 2024, 12 issues of the monthly newsletter were produced and distributed to over 1,200 addresses. All issues of the newsletter are archived on the E-platform (in the E-Library section), and there is a pop-up invitation for registration. For easier navigation and quicker search, a Chatbot was introduced, allowing users to quickly get answers to questions or be directed to relevant sources upon first access to the E-platform. Since the introduction of this service, communication has been established with more than 110 different IP addresses.

TOGETHER FOR THE ENVIRONMENT

The website [Together for the Environment](#) is the main communication channel of the five-year project "Together for the Environment" created with the aim of connecting with different target groups of the project - managers of protected areas, decision makers, the business community, representatives of civil society organizations and the media, as well as interested citizens. The portal's homepage is regularly updated with current calls for open support programs, as well as the latest news about the activities of the project consortium and local partners across Serbia. In 2024, the portal had nearly 40,000 page views.



MINGL

The [Mingl portal](#) was created in 2007, and since then information and news about informal educational programs, scholarships, workshops, courses, exchanges and topics that are important to young people have been published. During the first six years, mainly high school students were informed through Mingl, however, over time, young adults could also satisfy their interests on Mingl.



The Mingl portal contains several categories: Discover, Come, Get Moving, and Mingl Corner. In 2024, the correspondent network was further developed, and Mingl Corner became the most important category, featuring original articles written by the portal's correspondents. Over 100 correspondent articles were published, covering various topics relevant to young people, such as youth in the labour market, ecology, mental health, media literacy, gender equality, and more. In addition to original articles, texts in other categories were also published, with the total number of news posts on the portal exceeding 300.

In 2024, the portal's editorial team expanded with 15 additional permanent correspondents from different cities in Serbia. On the portal's Instagram profile, 50 video posts were made, and the number of followers reached 3,100. The portal's editorial team also launched an original show called Pravo Mesto (The Right Place), in which various actors, artists, and activists were guests, discussing topics important to young people. The total number of site views in 2024 was 86,000.

The subpage of the Mingl portal named "[Youth and Media](#)" was officially launched in February 2023, with the aim of increasing the visibility of the results of projects supported within the programme "Advancing Media and Youth CSOs Partnership for Prosperous Democratic Development of Serbia – MAY4DD". Target group of this subpage are youth civil society organizations, media and young people. The portal consists of four main categories: About the Project, News, Public Call, and Partners.



In the About the Project category, as well as on the homepage, extensive information about the entire programme can be found, along with key results.

In the News section, visitors can inform themselves about local initiatives throughout Serbia, individual activities such as training sessions organized by BOS team, opportunities for youth (trainings, competitions, seminars), as well as other activities in which they can participate. This part of the portal also provides an opportunity for supported youth organizations and media to publish their news and through that could achieve greater visibility for their media content, even after the completion of the "Advancing Media and Youth CSOs Partnership for Prosperous Democratic Development of Serbia – MAY4DD" programme.

For those planning to apply for support, the section Open Call contains deadlines and requirements of the calls open within the programme. A general overview of all supported organizations and media, their goals, missions and project summaries can be found in the Partners section.

A special section of the portal is dedicated to the [Academy of Journalism](#), and was launched in June 2022. Its main goal is to provide information regarding this educational program to all interested groups. The subsite is consisted of four main categories: Call, Final Projects, Participants, and News.

In the Call category, one can find information about current and previous open calls for application. This category includes guidelines for application, application forms, and other important information about the programme's conditions and timeline. The Final Projects category represent the most important section of this site, as it contains all media content produced under the scope of this programme. The Participants category, also found on the homepage, provides brief resumes of all participants of a given cycle of the Academy of Journalism. In the News section, website visitors can stay informed about all the news related to the implementation of the programme, such as organized trainings and meetings, awarded best media papers, and open calls for new cycles of the programme.



BOS CAREER

The web portal [BOŠ Karijera](#) (BOS Career) is the very first free online system in Serbia for support and empowerment of students of secondary schools and other users for independent and planned career management, launched in 2011. So far the user groups include students of secondary schools, young individuals, teachers, parents and career counselors. The questions asked by young individuals were promptly answered by a team that underwent a thorough career information and online career counseling training. The total number of views in 2024 exceeded 30,000, while the total number of registered members reached 61,284. Additionally, in 2024, more than 50 articles aimed at young people were published, and over 200 young individuals received support for career management.



WORKING PRACTICES

The Working Practices Portal is the main hub of all important information on quality internships. The website radneprakse.bos.rs contains all relevant information, research, analysis and documents important for quality regulation of work practices. In 2024, the Work Practice Platform recorded around 500 visits.



COMMUNITY ENERGY

The [Community Energy](#) Portal was launched in December 2023 with the aim of providing more detailed instructions on energy production from renewable sources owned by energy cooperatives. A dedicated section is allocated to showcasing examples of best practices within Serbia's territory, intended to inspire and catalyze the formation of new cooperatives. Furthermore, fostering a network encompassing both new participants and seasoned founders of energy cooperatives is a fundamental principle of this community initiative.



MOVE.LINK.ENGAGE.

[Move.Link.Engage.](#) is the portal of the Belgrade Open School dedicated to the annual conference organized by Belgrade Open School which has been a forum for open discussions and a meeting place for experts from the civil, public and business sectors for the previous eight years, as well as a gathering place for representatives of national, regional and European institutions. MLE was redesigned in 2024 in accordance with the new visual identity of the conference.



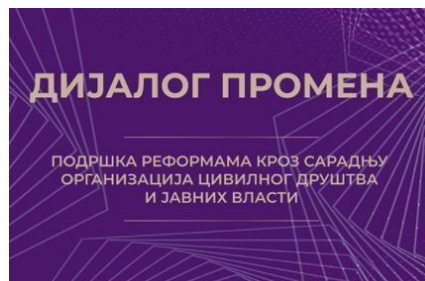
PUBLIC IN ACTION

[Public in Action/Public Insight](#) is a platform launched in 2024 to facilitate citizen participation in decision-making processes. The homepage provides an overview of documents currently under preparation. Citizens can participate in public discussions by downloading prepared comments or templates for submitting comments to the relevant institutions.



DIALOGUE OF CHANGE

BOS has developed a platform <https://dijalogpromena.bos.rs/sr/> for the needs of external communication with the public and internal communication with partners in the project "Dialogue of Change: Nurturing Participative and Evidence Based Policy Dialogue in Reform Processes in Serbia". The platform was a hub for all information regarding the project implementation, as well as information on program partners. In addition, the intranet platform was used for program and financial reporting of partners, but also for downloading the necessary materials.



PUBLIC ADVOCACY

In order to respond to the needs of external communication with the public and the need for internal communication with partners on the project "Active citizens - Better Society: Advocating for Cooperation and Democratic Development", BOS has developed a platform <http://www.javnozagovaranje.bos.rs/>. In addition, one part of the portal was built as an intranet platform for internal communication on the project and was open only to partners. The intranet platform contained a calendar of program activities, useful materials on public advocacy and policy making.



The "Transformator" platform for civil society was created for the project "Civil Society for the Advancement of Serbia's EU Accession." The platform's goal was to facilitate communication and provide necessary information to both program partners and interested civil society organizations. In addition to the section designed for internal communication between program partners and the project team of the Belgrade Open School, the platform contains important materials for knowledge enhancement, as well as media content offering relevant information about the state and activities of civil society in Serbia.



BOS PODCAST

Each of the BOS podcast episodes can be listened to as an audio file, but also downloaded to a personal computer or mobile phone. In order to further promote and popularize its series, BOS cooperated with the regional podcast aggregator - Podcast.rs, a platform that gathers podcasts from Serbia and the region in one place.

LET'S TALK ABOUT NEGOTIATIONS

The Let's talk about negotiations podcast is an educational and analytical podcast about Serbia's and the region's accession process to the European Union. It covers various aspects of integration, as well as current events related to the EU, global, regional, and national affairs. In 2024, 11 episodes were released, covering different topics.

In an episode by author Jovana Popova Paunović, guest Srđan Cvijić explains why 2024 is considered a super election year, a year when the highest number of eligible voters will go to the polls, and how this will impact global political shifts. The eleventh episode analyzes the significance of international resolutions. Author Goran Sandić and guest Miloš Hrnjaz discuss the nature of international law and its role in conflict prevention. In the twelfth episode, author Vladimir Pavlović and guest Milena Mihalović explore the phased accession model to the EU, providing insights into the opportunities of a merit-based accession process. The thirteenth episode is dedicated to young people's perspectives on the EU.

Author Veljko Jovanović and Lazar Simić discuss Euroskepticism among young people in Serbia, their understanding of the EU, and the opportunities it provides. The fourteenth episode, created by Branislav Cvetković with guest Nikola Burazer, focus on the European elections. Nikola provides insights into the expected composition of the European Parliament and whether there are concerns about a shift to the right in the political spectrum. The fifteenth episode highlights the political race between Kamala Harris and Donald Trump, with author Pavle Nedić and guests Stevan Nedeljković and Milan Krstić predicting the outcome and its potential repercussions on international politics.

Military analyst Aleksandar Radić joined host Ivana Ranković in the sixteenth episode to discuss the reintroduction of mandatory military service in Serbia. They explored the state of military barracks, the motives behind this decision, and who will be affected by this obligation.

The next episode analyzed the results of the U.S. presidential elections. Due to the strong synergy between Stevan Nedeljković and Milan Krstić, as well as their accurate predictions in a previous episode, Pavle Nedić hosted them again in the BOS podcast studio. Shortly after the U.S. elections, the European Commission released its report on Serbia, making it a logical topic for the eighteenth episode, hosted by journalist Danilo Savić with guest Jovana Popova Paunović.

Amid speculations about whether Serbia would open Cluster 3 by the end of the year, correspondent Sabina Sali hosted Dragana Đurica to discuss Serbia's readiness for this step in the nineteenth episode.

The final episode of the year, the twentieth, provided a recap of 2024. Hosted by Lazar Simić with guest analyst Boban Stojanović, the episode also addressed the then-upcoming student protests at Serbian universities and their demands.

DIALOGUE OF CHANGE

Belgrade Open School has launched the [“Dialogue of Change” podcast series](#) in order to initiate a discussion about the (non)existence of dialogue between civil society organizations and public authorities in Serbia. As many as six episodes have been published: Green activism; Civil and public sector: how to establish the partnership; Air pollution; Women's entrepreneurship; Public-private partnership; Children, sport and violence. The guests of the podcast series were Kristina Urošević from Kreni-promeni, Aleksandra Đurović from BOS, Ana Pecarski from Team 42, Mirjana Prodanović from EPUS Kraljevo, Vesela Vlašković from InTER and Jelena Žunić Cicvarić from the Užice Center for Children's Rights.

THE OTHER SIDE OF STORY

The podcast series "The Other Side of the Story" was filmed by Belgrade Open School in partnership with the Open Society Foundation and initiated a discussion on gender equality, European integration, activism and education. Is the future female, is Serbia a credible partner to the European Union, what does it mean to be functionally literate and what are the achievements of direct democracy? Some of these questions were answered in the episodes: [The future is female](#), [The European path between hope and realpolitik](#), [Civic activism: democracy in action](#) and [Functional literacy education](#). The guests of the podcast were alumni of the Open Society Foundation, who finished their education abroad and are now dealing with important social issues in Serbia - Zorana Antonijević, Bojan Elek, Biljana Djordjević and Aleksandar Bulajić, while the podcast host is journalist Filip Lukić.

STEP BY STEP

The podcast "[Step by step](#)" was filmed by the students of the 29th generation of the Future Studies, with the goal of encouraging youth activism. From this podcast episode, listeners can learn what it looks like to be involved in activism from an early age, as well as why it is important to be a change maker.

HURRY UP SLOWLY

Former students of the Belgrade Open School from the 27th generation have prepared their final works in the form of the podcast "[Hurry up slowly](#)". This series consists of 12 thematic episodes, in which students explored topics of interest - civic journalism, marketing, future pensions, Neolithic culture, virtual reality, the impact of the aviation industry on climate change and the impact of popular music on young people. The goal of the podcast was for students to express their opinions, but also to create a final project within the Future Studies through this interesting and innovative form.

PROGRAM AREAS



CIVIL SOCIETY

Within program area Civil Society, Belgrade Open School contributes to support capacity building of the civil and public sector by providing professional, innovative and quality services, but also by recognizing organizations and institutions that are ready to change and improve their environment and the community where they cooperate.

BOS develops and strengthens civil society and independent media in Serbia, both through capacity building and networking. Our goal in this area is to respond to existing challenges within the cooperation of civil society organizations and public authorities to solve specific community problems, but as well as to improve existing and develop new approaches in dialogue between different stakeholders.

During 2024, within the program area Civil Society, the following projects were implemented:

- EU National Resource Centre for Civil Society in Serbia;
- Together for the Environment;¹
- Civil Society Advancing Serbia's EU Accession Process – Europe ASAP;²
- Advancing Media and Youth CSOs for Prosperous Democratic Development of Serbia;
- Civil Society for Energy Transition.³

¹ Please find more information about the project *Together for the Environment* within the program area Energy, climate and environmental protection.

² Please find more information about the project *Civil Society Advancing Serbia's EU Accession Process – Europe ASAP* within the program area European Integration.

³ Please find more information about the project *Civil Society for Energy Transition* within the program area Energy, climate and environmental protection.

EU Resource Centre for Civil Society in Serbia

In 2024, the Belgrade Open School continued implementing its four-year program, the EU Resource Center for Civil Society in Serbia, which started in January 2023. The program is supported by the European Union Delegation in Serbia. The program is carried out by the Belgrade Open School as the Consortium leader, together with the Užice Center for Children's Rights, ENECA, and the Novi Sad Journalism School, which represent regional resource centers, as well as the Young Farmers of Serbia, the New Planning Practice, and Safe Paths, which serve as expert resource centers responsible for specific, underdeveloped areas targeted by the program.

The goal of the EU Resource Center for Civil Society program in Serbia is to enhance the capacities of civil society organizations and informal groups through the provision of financial and expert support, as well as to contribute to the decentralization process and enable active civic engagement. Through these activities, the program aims to contribute to Serbia's European integration process and to improve the role of civil society in decision-making at all levels of government.

The second year of the program covers the period from January 1 to December 31, 2024. During this year, the Belgrade Open School team successfully developed key components of the program, implementing a range of activities that provide financial and expert support to civil society organizations and informal groups throughout Serbia, promoting decentralization, and bringing Serbia closer to the European Union, with remains the ultimate goal.

The three main pillars of activities during 2024 included:

1. Community Support Program (for civil society and informal groups) (Help Desk system),
2. Capacity Building Program for Civil Society Organizations, and
3. Donation Program;

Community Support Program

During the 2024 reporting period, the Help Desk team conducted 320 individual interviews with civil society representatives, based on a developed communication scenario. In addition, the EURC Help Desk team held over 167 online interviews with grant recipients. The goal of these interviews was to provide additional support to grant recipients through the EURC capacity-building program. At the same time, the Help Desk team developed new tools and procedures to improve its operations. Over the past 12 months, 3 new procedures were developed, further enhancing communication with the community: a work package for mentoring processes, a work package for assessing the internal capacity-building needs of supported civil society organizations that are grant recipients, and a work package for assessing the internal capacity-building needs of supported informal groups that are grant recipients. Additionally, the team responsible for community communication developed 5 additional tools: Chatbot Apollo, an Excel sheet to track the assessment of internal capacity-building needs for grant recipients, a questionnaire to assess the internal capacity-building needs of CSOs as grant recipients, a questionnaire to assess the internal capacity-building needs of informal groups as recipients of the donation program, and a report form for assessments of needs conducted with CSOs/NGOs.

Organizations and informal groups with which we have established direct communication come from a total of **68 cities/municipalities**: Aleksandrovac, Aleksinac, Arilje, Babušnica, Bačkogradište, Bečej, Belgrade, Blace, Bor, Brus, Bosilegrad, Boljevac, Čačak, Čičevac, Čuprija, Dimitrovgrad, Đurevac, Donje Međurovo, Donja Trnava, Draževac, Gložane, Gornji Milanovac, Gredetin, Grabovac, Grebenac, Kikinda, Ivanjica, Kljajićevo, Knjaževac, Korman, Kosjerić, Kovin, Kragujevac, Kraljevo, Krupac, Kruševac, Kučevo, Lajkovac, Lazarevac, Lazarevo, Laznica, Leskovac, Ljig, Ljubovija, Loznica, Lučani, Međuhana, Mileševo, Niš, Novi Bečej, Novi Pazar, Novi Sad, Sefkerin, Padina, Pančevo, Paraćin, Petrovac na Mlavi, Pirot, Požarevac, Požega, Priboj, Prijepolje, Prva Kutina, Raška, Ražana, Rekovac, Ruski Krstur, Šabac, Sekurić, Vlasi, Šid, Smederevo, Sombor, Sremska Mitrovica, Sremski Karlovci, Subotica, Surdulica, Svrlijig, Tešica, Topola, Trgovište, Tutin, Užice, Valjevo, Velika Plana, Veternik, Vladičin Han, Vlasotince, Vranje, Vranovo, Vrnjačka Banja, Vukašinovac, Zaječar, Zdravinje, Zlatovo, Zrenjanin; covering a total of **24 districts and the City of Belgrade**, which are: Bor District, Braničevo District, Central Banat District, South Bačka District, South Banat District, Jablanica District, Kolubara District, Mačva District, Morava District, Nišava District, Pčinja District, Pirot District, Danube District, Rasina District, Raška District, North Bačka District, North Banat District, Central Banat District, Srem District, Šumadija District, Toplica District, Zaječar District, West Bačka District, Zlatibor District.

In 2024, the work on the Registry of Registered CSOs continued. During 2024, a total of 103 new users were registered, including both organizations and informal groups. The civil society database currently includes a total of 236 organizations and informal groups in its portfolio. The database of registered CSOs/NGOs represents the identity card of each organization. Based on this data, anyone visiting the E-platform can easily find information on active and relevant CSOs/NGOs in Serbia. Additionally, to reach as many active organizations, media outlets, informal groups, and activists as possible, the team responsible for community communication continued, in 2024, to map all active organizations and informal groups across Serbia. The internal database created was further improved and refined in 2024 and now consists of over 1012 contacts. This database is an internal document and represents the first step in communication with active civil society representatives across Serbia.

Capacity Building Program

The internal capacity-building program is developed in three directions: Soft skills and expert trainings; Mentorship Program; Video lessons.

Over the past 12 months, a total of **41 training were held on 27 different topics**, covering both soft skills training and expert training in the areas of expertise of Consortium members.

The capacity-building program has significantly contributed to the growth of the civil society sector. Active participation from many organizations and individuals, combined with financial support has led to improved capacities in key areas. This impact is particularly noticeable in the strengthened capacities of **138 unique civil society organizations**, as well as **deeper engagement with 57 organizations that had already established internal capacity-building cooperation during the previous year**. In addition to supporting civil society organizations, **the program also provided assistance in building the capacity of 66 unique informal groups**, strengthening their internal capabilities.

These efforts have enhanced their ability to drive change through advocacy, civic engagement, co-decision making, and inter-sectoral partnerships.



Training on Financial Sustainability

The idea of decentralization was also extended to the internal capacity-building program, as organizations and informal groups that participated in our program in 2024 came from all districts across Serbia and the City of Belgrade. **Organizations came from 74 different cities and municipalities**, with notable ones including: Belgrade, Kragujevac, Arandjelovac, Novi Sad, Zaječar, Leskovac, Loznica, Smederevo, Sremska Mitrovica, Zrenjanin, Sokobanja, Subotica, Niš, Bor, Šabac, Novi Pazar, Čačak, Vranje, Priboj, Kruševac, Prijepolje, Užice, Bajna Bašta, Kostolac, Lajkovac, Žagubica, Petrovac na Mlavi, Preševo, Velika Plana, Čuprija, Paraćin, Valjevo, Arilje, Smederevska Palanka, Žabalj, Aleksinac, Kikinda, Jagodina, Pančevo, Lučani, Aleksandrovac, Čičevac, Kosjerić, Knjaževac, Čajetina, Požega, Ljig, Trsenik, Požarevac, Bujanovac, Ruma, Sečanj, Sremska Kamenica, Bečej, and Sombor.

The topics covered by the internal capacity-building program included:

- PR and communications,
- Social media communication,
- Networking of civil society organizations,
- Strengthening internal capacities of CSOs,
- Writing project proposals,
- Public advocacy,
- Financial project management,
- Project cycle management,
- Financial sustainability,
- PRAG procedures,
- Preventing money laundering and terrorism financing,
- Expert training in economic development,
- Expert training in agriculture and rural development,
- Expert training in urbanism and urban planning,
- Expert training in children's rights,
- Expert training in media rights and freedoms.

The goal of the training sessions during the second year of the project was to strengthen the capacities of civil society representatives and informal groups by developing key skills necessary to address local challenges and support Serbia's EU accession process. The focus was on acquiring expertise in areas such as PR, communication, project writing, and financial management, as well as understanding EU procedures and regulations. Through these trainings, participants gained tools that enable them to manage organizations more effectively and contribute to further democratization and European integration.

In 2024, a mentoring process work package was developed. Thanks to this, everyone in the consortium now has a shared understanding of what mentoring entails, and the work with mentors has been standardized. This package includes the mentoring plan, the mentoring report, and a brochure explaining what EURC defines as mentoring work.

In 2024, **60 mentoring sessions were conducted with unique civil society organizations, totaling more than 94 mentoring days**. The greatest interest was in topics such as: developing a strategic plan for civil society organizations, expert topics from our partners - business plans, internal mechanisms for ensuring child safety, urban mobility in strategic documents, reports on strategic impact assessment of urban plans on the environment, basics of using social media for civil society organizations, communication strategies, guidance through the research process, and capacity building for successful fundraising from EU funds.

The third pillar of internal capacity building consists of video lessons on topics from various areas of civil society organizations' activities. The idea behind the diversity of video lessons is to make it easier for organizations and informal groups to work on as many different fronts as possible, providing them with guidance on how to address the various challenges they may encounter during their work. **In total, during 2024, 3 video lessons were published and made publicly available on the EURC website, along with 1 animated lesson** focused on public policy topics, public advocacy, and etiquette in online meetings (ZOOM).

The video lessons are short introductions with basic information on a given topic. If organizations and informal groups need deeper and broader knowledge, they are given the option to apply for a full training on the given or a similar topic.

The lessons are divided into three categories: Soft skills; Expert video lessons; Strengthening communication capacities.

Materials for 4 additional video lessons and episodes of the EURC podcast are currently being prepared and will be published in the first quarter of 2025. These video lessons represent a unique foundation for the further development of mock-up training for self-learning.

Donation Program

During 2024, the consortium gathered around the Belgrade Open School (BOŠ) published five calls for the civil society organization support program.

- **Call for urgent support**, under which organizations can receive support for activities aimed at addressing challenges or problems that arose six months before the project proposal submission, and that may hinder the reform process (e.g., deterioration of strategic/legislative frameworks, negative changes in institutional practices, changes in the community context). During 2024, three organizations were supported under this call.

- **Call for launching new ideas and organization development**, under which civil society organizations (CSOs) can receive support for activities aimed at the development of existing activities of organizations or piloting new ideas within the Serbia-EU accession process, as well as strengthening the internal capacities of organizations to expand their activities. During 2024, BOŠ and regional EU Resource Centers supported 36 organizations under this call.
- **Call for granting donations for innovative solutions in environmental protection at the local level within the Sustainable Local Development Fund**. This call targeted civil society organizations and local government units that have contributed to improving the strategic and normative framework, local public policies, institutional work in environmental protection, and sustainable development at the local level, as well as designing innovative solutions in this field. Under this call, three organizations were supported, which began implementing their projects in 2024 in partnership with local government units.

- **Call for donations for intermediary organizations within Serbia's EU accession process**

This donation program is implemented by regional EU Resource Centers. In 2023, eight civil society organizations were selected, and they carried out their projects during 2024. Additionally, eight new civil society organizations were selected to start implementing their projects from December 1, 2024, with their further realization continuing into 2025. The Novi Sad School of Journalism supported two organizations, while the ENECA and the Užice Center for Children's Rights supported three CSOs each. Selected CSOs received support to strengthen their institutional and programmatic capacities, as well as support for **up to 10 informal initiatives** through the donation program.

- **Public Advocacy and Citizen Participation Call**

In this call, 21 organizations were supported, and their projects were implemented during 2024. Additionally, a new round of donations started on December 1, 2024, during which 22 new projects were supported. The implementation of these projects will continue into 2025. The selected organizations will implement activities that strengthen the role of civil society through public advocacy processes, contributing to the strengthening of democratic society while also enhancing their capacities through active citizen engagement. Through these activities, citizens and other stakeholders will be involved in improving public policies and regulations, enhancing practices in public policy creation and implementation, and improving communication between public authorities and citizens, in line with the values and objectives of Serbia's EU accession process.

- **Change-Makers Call**



Change-Makers Award Ceremony

During 2024, five public calls were announced at the consortium level. Under the Urgent Support Call, 3 organizations were supported, under the Launching New Ideas Call, 36 organizations were supported, 16 organizations were supported as intermediary organizations, and under the Public Advocacy Call, 46 organizations were supported (21 of which completed their projects, while 25 projects are still ongoing). 4 organizations were supported under the Change-Makers Call. In the Open Call for Informal Groups, 80 informal groups were supported. In total, 152 supported projects were completed in 2024, while 33 projects started in 2024 will be completed in 2025. The majority of the projects achieved their planned results and objectives, contributing to Serbia's EU accession process.

Activities carried out under the program:

- A total of **41 trainings** were held on over **27 different topics** (both soft and expert skills).
- **Mentoring programs** were realized for **60 organizations, 1 CSO network, and 121 individuals**.
- **3 video lessons and 1 animated lesson** were recorded and published.
- **6 different calls for the donation program** were announced.
- **Information sessions** were held for the announced donation programs.
- **2 Info Days** by the EU Resource Center were conducted in Belgrade and Novi Pazar.
- A consultation with civil society regarding new calls from the EU Delegation in Serbia was held in Belgrade.
- **4 info-sessions** were held regarding the published calls for donations under the EURC project.
- A total of **12 newsletters** were published.
- **Two annual conferences** were organized in **Niš and Belgrade**.
- **1 research** was conducted: "Vicious Circles – practices, obstacles, and organizational development needs of civil society in Serbia."

General Activities

Two conferences organized in 2024 demonstrated that the EURC is increasingly recognized in civil society as both a gathering place for and a strengthening force of CSOs/NGOs, as well as an active participant in promoting Serbia's accession to the European Union.

The conference "Move.Link.Engage - One step closer to a stronger civil society", held in Niš on June 5-6, brought together more than 150 representatives from the civil sector, national and local authorities, as well as the business community. Speakers (including

Nikola Bertolini, Head of the Cooperation Department of the EU Delegation to Serbia, and Tomislav Žigmanov, Minister for Human and Minority Rights and Social Dialogue) assessed that a strong civil society plays a significant role in Serbia's EU accession process. They emphasized the importance of involving as many civil society organizations as possible in the development of legislative and strategic



documents, as well as in policy creation. These are also some of the key conclusions of the research "Vicious Circles – practices, barriers, and needs of organizational development of civil society organizations in Serbia", which was recently conducted by the Belgrade Open School within the EU Resource Center for Civil Society in Serbia project.

The 11th conference "Move.Link.Engage." titled "Are we on the same train?" was held on **October 24th and 25th in Belgrade**, gathering **more than 200 participants and 15 panelists**. The panel "The Other Side of the Activist Medal: Do Winners Stand Alone?" provided space for exchanging experiences and perspectives, showcasing both successful projects and challenges within the EU Resource Center for Civil Society in Serbia.

Through all these activities, the Belgrade Open School and its partner organizations contribute to the development of civil society in Serbia, improving the ability of organizations to influence public policies, engage citizens, and contribute to Serbia's European Union accession process.



Move.Link.Engage. Conference

Advancing Media and Youth CSOs Partnership for Prosperous Democratic Development of Serbia – MAY4DD

Under the umbrella of the *Media and Youth for Democratic Development* project, three main groups of activities are continuously implemented. The first programme activity involves **financial support for youth-focused media and civil society organisations**. The second focuses on **capacity-building** programmes for the supported media and organisations, while the third is dedicated to the **Journalism Academy**.

In 2024, financial support was provided to 30 youth civil society organisations and media outlets—14 within the third project cycle and 16 within the fourth cycle. All media outlets and organisations implemented their projects in partnerships, meaning that a total of 15 different projects were supported in 2024. Some of the areas covered by these projects include: improving media and information literacy, enhancing media accessibility to promote the inclusion of people with disabilities, fostering dialogue between young people and decision-makers at the local level, reducing ethnic divisions among youth, increasing awareness of gender equality among young people, and many others.

The call for the fourth project cycle was announced on 8th May and remained open until 5th June. During this period, BOS held an online info session as well as an additional Q&A session, providing interested representatives from youth civil society organisations and media with detailed information about the application process and project requirements. Project ideas—submitted by youth-focused civil society organisations and media—were selected through a comprehensive three-stage selection process, lead by the BOS team, with additional expert support provided by an independent advisory commission. In total, 47 project proposals were received during the fourth cycle, representing 94 media outlets and youth civil society organisations submitting their ideas.

As part of the selection process, a pre-selection training session was organised for potentially supported organisations and media. This event took place from 16th to 17th July 2024 in Belgrade, with an additional session held on 18th July via Zoom. On the first day, BOS provided participants with an overview of the rules and objectives of the *Media and Youth for Democratic Development* project, along with a detailed explanation of project documentation requirements and proposal writing. On the second day, the BOS team conducted individual consultations with each media outlet and civil society organisation to help them successfully complete their project documentation. The financial aspects of the project were discussed on the final day of the pre-selection training.

Following this, the BOS team continued to provide mentoring support to ensure that the selected youth civil society organisations and media, working in partnerships, successfully developed their initial project ideas into full project proposals. The implementation of projects supported within the fourth cycle began on 1st September 2024.



Initial Training for Partners

As part of the capacity-building programme, the BOS team conducted a significant number of various training sessions in 2024 for supported organisations and media, with the aim of improving and acquiring new knowledge and skills at both group and individual levels:

- **Individual Training** for CSOs/Media. A total of 14 individual capacity-building programmes were conducted for the media and organisations supported in the third cycle, covering topics that partner organisations and media identified as priorities for their development, with mentors also being selected by the participants themselves. Some of the individual training sessions included: strategic planning, monitoring and evaluation of public policies, new media and communication formats, fundraising, SEO optimisation, financial and administrative project and organisation management, Google Analytics, mobile journalism, paid social media advertising, journalists' rights, and more.
- **Final Training for Supported Organisations and Media** in the Third Project Year of "Media and Youth for Democratic Development" took place from 7th to 9th May in Belgrade. In addition to presenting key achievements from their projects, this three-day event provided an opportunity to evaluate the programme, exchange experiences, and gain new insights into video content production, distribution, and monetisation.
- **Initial Training for Supported Youth Civil Society Organisations/Media within the Fourth Programme Cycle.** This training, held at the start of the project year, introduced participants to the financial and programme-related aspects of the project. Additionally, they learned more about communication strategies on social media, social media trends, and anti-corruption measures from expert speakers. The training was held in Belgrade from 18th to 20th September.

- **Training Tailored to the Specific Needs of Supported CSOs/Media.** This session took place on 5th and 6th December 2024 in Belgrade for representatives of CSOs and media outlets. It brought together a range of experts who addressed topics identified by the BOS team as key for their advancement, including multimedia journalism, AI in media, and effective communication and engagement with young audiences. Up to 40 representatives from supported youth organisations and local media benefited from group training sessions and workshops tailored to their specific needs.



The Journalism Academy, as a separate group of activities, was also implemented in 2024. During the third cycle, 14 young journalists from various newsrooms across Serbia were supported. The Academy's programme, defined by its curriculum, included two in-person sessions, online lectures, and an individual mentorship process culminating in a final written project.

- **Initial Training of the Journalism Academy.** In addition to getting to know each other, participants of this training, held in Šabac from 24th to 26th January 2024, took part in workshops focusing on storytelling, TV interviewing, and fundamental investigative journalism tools.
- **Online Lectures.** Between 8th February and 12th March, six different training sessions were organised, covering topics such as fact-checking, photo and video forensics, science, economic and investigative journalism, media ethics, reporting on vulnerable groups, data visualisation, and content promotion on social media.
- **Mentorship Process.** During the lecture phase, participants selected topics for their final projects and were paired with experienced journalists as mentors. These mentors provided continuous professional support throughout the programme. The BOS team ensured logistical assistance and facilitated connections with credible media outlets and experts through its extensive professional network.

- Masterclass.** Given the growing interest in podcasting as a new form of media content creation, a Masterclass on this topic was organised. In addition to gaining new skills and techniques in journalism, participants had the opportunity to engage in discussions with the lecturer and network with alumni of the Journalism Academy. The Masterclass took place on 5th April 2024 in Belgrade.



- Final Training of the Journalism Academy.** The final training session was held in Šabac from 15th to 17th May, during which all participants presented their final projects. Three of the best-written or recorded media pieces were awarded valuable cash prizes. Over the course of three days, participants also had the opportunity to interact with media experts in dedicated sessions on journalist safety, challenges in investigative journalism, and the future of different media formats.

As part of the Journalism Academy, 14 in-depth journalistic pieces were created and published, including investigative stories, radio reports, and analytical articles. These works addressed some of the most pressing issues at both national and local levels.

The new call for applications for the fourth cycle of the Journalism Academy was open from 27th November to 25th December.





EUROPEAN INTEGRATION

Belgrade open school improves public policies in the process of Serbia's accession to the EU by strengthening dialogue, building partnerships and educating agents of social change for adoption of European standards and values. BOS encourages open dialogue on European integration, with an aim to inform citizens and educate them on their rights and obligations. BOS contributes to engaging of local communities in accession process of Serbia to EU and advocates transparent and accountable public authorities.

Our main initiative in order to complete the mentioned goals is the “Let's Talk about Negotiations”. This initiative contributes to the Europeanization of Serbia while promoting transparent and accountable process of EU accession negotiations based on dialogue and partnership between civil society and public authorities.

During 2024, within the program area European integration, the following projects were implemented:

- Civil Society Advancing Serbia's EU Accession Process – Europe ASAP;
- Advancing Media and Youth CSOs for Prosperous Democratic Development of Serbia;⁴

⁴ Please find more information about the project *Advancing Media and Youth CSOs for Prosperous Democratic Development of Serbia* within the program area Civil society.

Civil Society for Advancing Serbia's Accession to the European Union – Europe ASAP

Within this project, the following activities have been carried out: 1. Financial and mentoring support for partner civil society organizations (CSOs) and media outlets; 2. Capacity building and networking programs; 3. Engaging with the target group

As part of the financial and mentoring support, 14 civil society organizations and media outlets were selected based on an analysis of the civil sector, their field of work, and prior experience, chosen through a closed call for project proposals. The type of support provided varied, so that 4 investigative media outlets received programmatic support; while 10 civil society organisations (CSO) projects operating in various sectors and engaged in reform processes related to Serbia's EU integration were supported.

Programme partners (investigative media outlets) focused on producing media content throughout 2024, particularly covering Cluster 1, such as key challenges and obstacles in Serbia's democratization process. A variety of content was created and published, including investigative stories, videos, podcasts, and reports covering pressing national topics such as the judiciary, money laundering, the rule of law, the electoral process, EU integration, and more. Project partners also worked on public policy proposals, analyses, methodologies, and campaigns dedicated to issues such as platform work, public procurement, prosecution, judiciary, security, the rule of law, smart specialization, and media funding.



Following project evaluations, financial and mentoring support continued for the same partners in the programme's second year.

As part of the capacity-building activities, the following initiatives were organized:

- **Networking Event "OverEUview"** – A two-day meeting titled *OverEUview* provided an overview of Serbia's EU integration process, which gathered programme-supported partners to discuss the impact of local media on public understanding of EU integration and addressed challenges such as targeting, transparency, and the electoral process. The event was held in Belgrade, 21st-22nd of March.
- **Final Training for Partners** for the first year of support, which was held in Šabac from May 15 to 17, 2024. The final training was organised as an evaluation training for partners and the BOS team, to reflect on the first year of the support program, as well as the evaluation of the programme alongside a presentation of the partners' results.

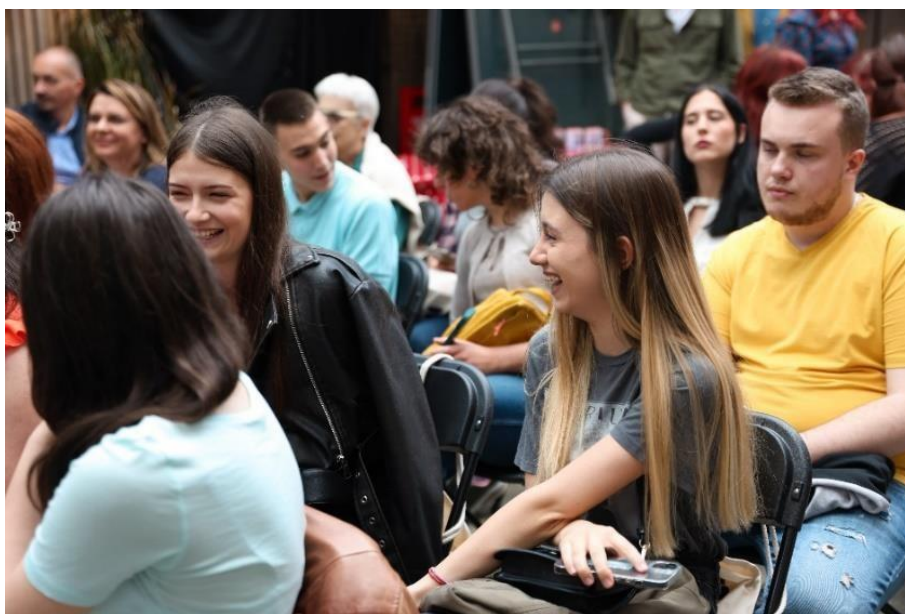
- **Initial Capacity-Building Training for Project Management**, for the Second Year of Support was conducted in Divčibare from November 13 to 15. During this training, partners were had a chance to get to know the project documentation and financial and programme propositions and requirements, and project implementation conditions, as well as to refine their project applications by defining results and indicators.



Annual Networking Event – Panel: "Symbiosis of Media and Civil Society"

- **13 mentorship programmes** (mentorship support for CSOs and investigative media) were implemented, which covered public advocacy, policy monitoring and evaluation, participation in decision-making processes, strategic planning, digital marketing, fundraising, and crowdfunding. Partners assessed their needs in consultation with the BOS team, who then identified expert mentors to provide tailored support.
- **An Experience Exchange Programme** was realised by four supported media outlets – the representatives participated in one of the leading investigative journalism conferences in Sweden, exchanged experiences with a media outlet from North Macedonia, organised a screening and discussion with institutional representatives in Brussels, and attended a conference on optimizing online content searches in Bulgaria
- **Annual Networking Event** focused on the relationship between civil society, public, and private sectors, and representing their perspectives regarding cooperation and networking. The role of media in this cooperation, as well as support between media and citizens, and the media influence on public opinion and decision-making processes were discussed. The Move.Link.Engage. Conference was held on October 24-25 in Belgrade.
- **Activities of engagement with the target group included multiple sub-activities**, aimed at promoting democratic values, European integration, and increasing visibility of socially relevant topics:

- The first **sub-activity** is Content Creation for two BOS-Managed Portal: *Let's talk about Negotiations*, and the *Youth Portal Mingl*. The portal *Let's talk about Negotiations* is dedicated to expert analysis of the EU integration process, offering expert articles, monthly bulletins, video content, podcasts, and other materials to help citizens better understand the process. During 2024, expert analyses, monthly newsletters, videos, podcasts and other types of content were created. Regarding the *Youth Portal Mingl*, the content published is focused on young people, and portal them providing information on educational and professional opportunities, events, and a correspondent network that allows young people to gain journalism experience by producing high-quality content.
- Within the Local Youth Forum activities, during 2024, the BOS team conducted a study on Serbian high school students' perceptions of the EU. The **research findings** were presented at a Local Youth Forum in Belgrade, while three additional forums were also conducted in in Zaječar, Subotica, and Užice.
- Throughout **2024**, **30 workshops** were held in Serbian high schools as part of a peer-education training program, with 25 young participants trained as peer educators.



Local Youth Forum



ENERGY, CLIMATE AND ENVIRONMENTAL PROTECTION

Belgrade Open School brings together and supports activists, local civil society organizations, media, energy cooperatives, trade unions, and other stakeholders, advocating for improved public policies in environmental protection and climate change. Our objectives include effective environmental management and achieving climate neutrality by 2050 through the successful application of European legal norms and standards. We support the democratization and decarbonization of the energy sector, emphasizing a just energy transition and increased integration of renewable energy sources into the energy mix. Our advocacy extends to enhancing national policies and regulations in air quality, climate change, and nature protection. Collaborating with citizens, we strive to enhance air quality monitoring through citizen science principles and promote the adoption of nature-based solutions in adapting to changing climate conditions. Advocating for good environmental management, we stress the importance of accessible information and citizen participation in decision-making, in line with the principles of the Aarhus Convention. We also call for adequate funding and increased allocations for environmental protection. Our work aligns with the principles of the UN Agenda 2030, the Paris Agreement on Climate Change, the Convention on Biological Diversity, and the Green Agenda for the Western Balkans.

During 2024, within the program area Energy, climate and environmental protection, the following projects were implemented:

- Together for the Environment;
- Civil Society for Energy Transition;
- Green Agenda Navigator - Empowering civil society to support development of climate-neutral and climate-resilient economies in the Western Balkans;
- Public Finance Reform – 2030 Agenda: SDGs for all Platform;
- Energy Transformation and Decarbonization in the Western Balkans;
- PRO - Local Governance for People and Nature;
- Local Actors for Clean Energy and Air;
- Open Balkan Energy Mix;
- Survey of Public Opinion on the Use of Natural Gas in the Energy Mix.

Together for the Environment

Together for the Environment Project aims to improve the protection of the environment and biodiversity in Serbia. Through its three components, the project will improve the capacities of managers of protected areas (with a special emphasis on the good governance of nature protected areas), improve the financing mechanisms of environmental protection and biodiversity (with a focus on the involvement of the private sector) and enable citizens to understand and participate in decision making on environmental, biodiversity and clean air public policies. Belgrade Open School is implementing the project in cooperation with partner organizations International Union for Conservation of Nature (IUCN), international organization The Nature Conservancy (TNC), Young Researchers of Serbia (YRS), American Chamber of Commerce in Serbia (AmCham) and the association ENECA.

Main activities in 2024:

- **Analysis of Protected Area management system across Serbia:**

In cooperation with IUCN, a comprehensive analysis of the institutional, legislative, and public policy framework for nature protection in Serbia was conducted. The analysis involved 17 managers and 79 protected areas. The results of the analysis have been shared with relevant ministries, nature protection institutes, educational institutions, protected areas' managers, and companies. The findings will be used in the further course of the project to improve the institutional framework, regulations, and public policies governing nature protection.

- **Capacity and competency needs assessment of Protected Area managers:**

In cooperation with IUCN and based on the analysis conducted in 2023, a framework for a capacity and competency development program for protected area management in Serbia has been created. Three modules for working with managers have been developed, and training sessions, workshops, and mentoring programs have been implemented. These initiatives have involved over 140 representatives of protected area managers through various modules.

- **Protected Areas' Transparency Improvement Actions:**

In cooperation with the Young Researchers of Serbia and based on the findings of the research "Life in Protected Areas from the perspective of residents and visitors" conducted in 2023, a support program for protected area managers was developed under the title "Together for Protected Areas". The program aims to enhance transparency, communication, and cooperation between protected area managers and local communities. In the first cycle of the program, two protected area managers (National Park Tara and Special Nature Reserve Peštersko Polje) were provided with expert and financial support in amounts up to 5,000.00 USD. At the end of 2024, a new selection process for managers was conducted to identify those who will receive support in 2025.

- **The program for the exchange of knowledge and practices between nature conservation stakeholders in Serbia and the United States:**

The first module of the mentoring program on visitor management and tourism development in protected areas has begun. Participants from 9 different protected areas received mentoring support on this topic during the first module from Professor Keith Bosak of the University of Montana. The mentoring program in this module will continue until April 2025.

- **Analysis of the regulatory framework and structure of PAs revenues:**

In cooperation with the American Chamber of Commerce in Serbia (AmCham), an analysis of the regulatory framework for financing protected areas was conducted, focusing on the Law on Charges for the Use of Public Goods, on based on which protected areas' managers are funding part of their operational costs needed for nature protection. In cooperation with the international organization The Nature Conservancy (TNC), an analysis of international practices in financing protected areas and the participation of the private sector in biodiversity conservation financing was carried out. The results of both analyses were translated into recommendations for improving the biodiversity conservation financing system, which were presented to relevant stakeholders (Ministry of Environmental Protection, protected area managers, companies).

- **Advocacy campaign for improved system of environmental charges, focusing on PAs revenues:**

Insufficient financial resources allocated by the government and the private sector for environmental protection are one of the main challenges in this field. Throughout 2024, the Belgrade Open School focused its advocacy efforts on participating in the Working Group for the development of the Republic of Serbia's Environmental Protection Strategy for the period 2024-2033, along with its Action Plan. Through our involvement in the Working Group, we pushed for the inclusion of financial targets in the draft Strategy, which will contribute to greater scope and improved quality of environmental protection financing in Serbia. The adoption of the Strategy is expected in 2025. For data-driven advocacy purposes, an analysis was conducted on the financing of the environmental protection system over a ten-year period (2014-2023), starting from the official opening of accession negotiations between Serbia and the EU, in comparison with the financial plan from the National Environmental Approximation Strategy of the Republic of Serbia (NEAS). The analysis showed that over the past decade Serbia has spent only about 30% of the funds for environmental protection that were initially set in financial framework outlined in the NEAS. The results of the analysis have been integrated into the annual Shadow Report of the Coalition 27, which was presented to the public in November 2024.

- **Development and implementation of "Hired by Nature!" support program for small eco-friendly businesses:**

In cooperation with the ENECA association, within the framework of the "Hired by Nature" support program, the first 10 local business initiatives of small and micro enterprises operating in or near five protected areas in Serbia (Đerdap National Park, Golija Nature Park, Gornje Podunavlje Special Nature Reserve, Stara Planina Nature Park, and Radan Nature Park) have been selected. The recipients of small grants ranging from \$5,000 to \$10,000 have been developing innovations in their businesses based on sustainability principles with ENECA throughout 2024. The procurement of equipment for the grant recipients is planned for 2025.

- **Mobilizing private sector for environmental protection:**

In cooperation with the American Chamber of Commerce in Serbia (AmCham), work has continued on establishing new financing mechanisms for protected areas in Serbia and fostering partnerships between the nature protection sector and the business sector. Two study visits were organized to the protected areas of the Uvac Special Nature Reserve and the Ludaško Lake Special Nature Reserve, with the participation of 25 companies. As a result, cooperation has been established between three companies and the managers of the protected areas for financing biodiversity protection, with formalization expected at the beginning of 2025.

- **Public policy monitoring and reporting on national level:**

During 2024, the Belgrade Open School monitored national public policies covered by Chapter 27 of the EU acquis - environment and climate change. The research results were published as part of the eleventh Shadow Report by the Coalition 27. The Belgrade Open School team monitored policies in areas of climate change, air quality, and horizontal legislation. The report was presented at a public event



held at the Serbian Chamber of Commerce, attended by more than 120 representatives from the public, civil, and private sectors, as well as media and international organizations. Through its work on the annual Shadow Report published by Coalition 27, the Belgrade Open School contributes to improving transparency and strengthening the accountability of administrative bodies responsible for Chapter 27 in the process of Serbia's EU accession.

One of the key activities within the "Together for the Environment" project involves creating knowledge packages tailored to the general public in order to improve citizens' understanding and awareness of environmental protection and climate change topics. The Belgrade Open School has continued to publish articles within the special section "EcoReflektor" on the project's website, shedding light on key concepts, legal mechanisms, and reports from various domestic and international institutions that form the foundation of environmental policies and decisions, both at the national and global levels.

- **Citizens participating in policy and decision making on national level:**

Within activities on participation in development of the Environmental Protection Strategy and the Energy Development Strategy, the Belgrade Open School conducted a campaign aimed at informing and motivating citizens and CSOs to engage in the decision-making process. Additionally, parallel consultations were held with representatives of CSOs and experts regarding the drafting of the Air Protection Law, and comments on draft documents were prepared, which interested individuals could view and download via the public consultation platform at javniuid.bos.rs. At the end of the year, the [#JavnostNaPotezu](#) Viber channel was created with the primary goal of informing citizens about public consultations and discussions related to environmental protection and climate change, as well as creating space for their views and opinions on these topics to be heard. In these ways, 457 participants contributed in various ways to the development of policies and decision-making regarding the environment.

- **Participation of civil society in the development of formal environmental protection policy**

In 2024, the Belgrade Open School actively participated in the work of several working groups from various ministries and public consultations, thereby contributing to decision-making and public policies in the fields of environmental protection, energy, and climate change. We participated in the work of seven working groups for the development of the following documents: Working Group for the Integrated National Energy and Climate Plan, Working Group for the Environmental Protection Strategy, Working Group for the Energy Development Strategy, Working Group for the Implementation of the Aarhus Convention, Working Group for Amendments to the Energy Law, Working Group for the Draft Air Protection Law, and the Working Group for Monitoring the Implementation of the Just Energy Transition Diagnostics Project. While participating in these working groups, we collaborated with a broader circle of civil society organizations, jointly prepared suggestions and comments and forwarded them to decision-makers in formal processes. Additionally, we became members of the Working Group for Amendments to the Legal Framework for Consultations and Public Discussions. Throughout 2024, the Belgrade Open School involved 42 organizations in these processes.

- **Support Program for CSOs and Media “Learn.Mobilize.Participate”**

The program "Learn.Mobilize.Participate" is aimed at strengthening civil society and the media to participate in decision-making processes and monitor the implementation of public policies in the areas of environmental protection and climate change. In addition to financial support for initiatives from organizations and the media, ranging from \$8,000 to \$12,000, the program provides:

- Strengthening capacities for project development, management, and financial oversight;
- Expert and mentoring support;
- Capacity building in the area of monitoring local public policies related to environmental protection and climate change;
- Participation in the activities of Coalition 27



The first cycle of the "Learn.Mobilize.Participate" program was successfully completed in April 2024. A total of 13 civil society organizations and 2 media outlets implemented 10 projects aimed at improving environmental protection policies in local communities. The project activities were carried out in Leskovac, Valjevo, Vučje, Vršac, Deliblato, Kragujevac, Nova Varoš, and the Zlatibor and North Banat districts. The publication ["Green Means Together - Stories of Successful Initiatives"](#) showcases the results of all the projects that received support in the first cycle of the program. Supported local partners contributed to research and the creation of Green Cards, which are an integral part of the Shadow Report by Coalition 27.

During the second cycle of the program, 14 organizations and media outlets were selected. The supported organizations and media will implement their projects until the end of April 2025. All projects in the second cycle are focused on monitoring and improving local public policies in the areas of nature protection, air quality, waste management, climate change, and horizontal legislation. The activities of the supported organizations and media are being carried out in Valjevo, Leskovac, Vršac, Kragujevac, Banat, Vučje, the Jablanica District, Kraljevo, Niš, and Smederevo.

The "Learn.Mobilize.Participate" program will be implemented through four cycles and will last until 2027.

- **Communication and outreach campaign on the national level:**

Communication within this project relies heavily on the main communication channel, the project website zazivotnusredinu.bos.rs, and the continuous creation of diverse content tailored to various target groups. Throughout 2024, the main focus was on several communication activities. The second competition for the annual award "*Volunteers are Nature's Peers*" and the presentation of the awards on May 22, World Biodiversity Day. On the occasion of World Environment Day, on June 5, the call for the second cycle of the BOS support program "Learn.Mobilize.Participate" was announced for civil society organizations and media, and the entire campaign lasted almost a month. During the summer, BOS published a brochure with success stories from initiatives supported under the first cycle of the "Learn.Mobilize.Participate" support program, which was promoted on social media. Additionally, two study visits were organized during the summer to the SRP Palić and SRP Uvac, which were arranged by AmCham for the business community to strengthen cooperation between protected area managers and companies.



These visits were accompanied by a media campaign. The Young Researchers of Serbia then announced the competition for the second cycle of the “Heroes in Green” support program for informal groups, as well as the program for protected area managers. The project contributed to the conference “*Man, Don’t Suffocate*” on air quality and the new Draft Law on Air Protection. The campaign also supported activities of the partner ENECA, which at the end of 2024, carried out the competition for the second cycle of the “Hired by Nature” support program, aimed at launching or improving business initiatives that will have a positive impact on the environment and local communities in municipalities where protected areas are located. Furthermore, in December, a campaign was carried out during the public discussion on the Environmental Protection Strategy, focusing on empowering citizens to participate in this decision-making process. All activities were supported by communication promotions across various channels, including both traditional and online media.

- **Annual Award the Nature Volunteers**

On International Biodiversity Day, May 22, the “*Volunteers are Nature’s Peers*” awards were presented for outstanding volunteer engagement in the field of nature conservation. The 2024 award recipient is Zoran Savković from Aleksandrovac, an tireless guardian of the nature in his region, whose long-standing and dedicated volunteer work



in nature protection has focused on the Aleksandrovačka Župa, as well as the Kopaonik and Goč mountains. The “*Volunteers are Nature’s Peers*” award is just one of the ways in which the Young Researchers of Serbia, through the “Together for the Environment” project, create more favorable conditions for volunteering and enable better nature protection.

Civil Society for Energy Transition

The Belgrade Open School, in collaboration with the Renewables and Environmental Regulatory Institute (RERI) and seven local partners, implemented a project Civil Society for Energy Transition.

The general objective of this project was to contribute to the implementation of energy transition in Serbia, aiming for zero greenhouse gas emissions, energy independence, democratic and decentralized governance of energy and climate policies, through increased participation of civil society in the development and monitoring of reforms in this area.

The main activities in 2024 were:

- **Providing mentoring support and continuing communication with local partner organizations**

As part of the capacity-building program, a closing workshop was organized, gathering local partners to discuss their achieved results at the local level, as well as the outcomes of their collaborative efforts and potential cooperation.

- **The Green Talks event dedicated to youth and climate change was held.**

The Green Talks event “The Climate Changes Everything” gathered more than 90 participants, ranging from high school students and students of the Faculty of the University of Belgrade to youth activists and experts. The most significant result of this event was an expanded network of actors in the fight for a healthy environment. With



professionals from various fields, the participants of the Green Talks discussed how climate change is related to different occupations and jobs, lecturers from the University of Exeter in the UK demonstrated the importance of the Art of Storytelling in the effective communication of topics arising from climate change. The following day, the Belgrade Open School, in cooperation with the Green Art Incubator, organized a workshop at the Faculty of Dramatic Arts in Belgrade, where lecturers from Exeter University from the UK gave students a lecture, as well as a practical part on the topic of storytelling and the creation of various written artistic content on climate change.

- **Participation in the Working Group for the Development of the INECP**

At the end of January 2024, the BOS team participated in the last meeting of the Working Group for the Development of the Integrated National Energy and Climate Plan.

- **The brochure Energy transition - building by building was created**

The created brochure presents the initiatives and key achievements of local partners in Kraljevo, Valjevo, Bor, Kragujevac, Smederevo, and Belgrade. The initiatives implemented at the local level have shown that the energy transition from fossil fuels to renewable energy sources and energy efficiency is possible if communities are involved.

Green Agenda Navigator - Empowering civil society to support development of climate-neutral and climate-resilient economies in the Western Balkans

Project “Green Agenda Navigator - Empowering civil society to support development of climate-neutral and climate-resilient economies in the Western Balkans” aims to contribute to inclusive democratization and participatory implementation of reforms in the process of bringing the Western Balkans closer to the European Union, through improving cooperation, understanding, and the influence of civil society organizations on the implementation of the Green Agenda. The project is being implemented by the Belgrade Open School in cooperation with six regional partners: the Aarhus Center Association in Bosnia and Herzegovina, the Eco-team organization from Montenegro, the Eco-Z organization from Kosovo*, the Center for Research and Information on the Environment Eko-svest from North Macedonia, the Protection and Preservation of Natural Environment organization from Albania, as well as the BankWatch organization, with financial support from the European Commission.

The main expected outcomes of the project are:

- Encouraged regional networking and collaboration on advocacy initiatives related to the fulfilment of the Green Agenda goals for the Western Balkans;
- Engaged civil society organizations and their networks contribute to the implementation of the Green Agenda through monitoring and advocacy for the improvement of national policies;
- Empowered capacities of civil society organizations and existing networks from all six Western Balkan economies to engage in decision-making processes and advocate for the inclusive implementation of the Green Agenda;
- Enhanced understanding among citizens, public authorities, and the media regarding the challenges and opportunities of the green transition in the Western Balkans region.

Public Finance Reform - 2030 Agenda: SDGs for All Platform

The project aims to facilitate a society wide dialogue over the implementation of the 2030 Agenda through the action of the "SDGs for All" Platform.

The Platform seeks to recognize the development priorities of society in relation to the Sustainable Development Goals, map the shortcomings in Serbia's readiness to implement the Agenda and actively advocate better implementation of the Agenda in the coming period.

The platform is divided into three dimensions dealing with economic, social and environmental issues. The project partners are the Belgrade Open School, Foundation BFPE for a Responsible Society, Center for Advanced Economic Studies, the Ana and Vlade Divac Foundation, the Center for Democracy Foundation, the Timok Youth Center and Smart Collective, and the implementing partner is the German Organization for International Cooperation (GIZ).

Activities during 2024:

- **The research on Serbia's progress in implementation the Agenda 2030 in Serbia**

In order to monitor the implementation of Agenda 2030 in Serbia, BOS has issued the fourth monitoring report entitled "Agenda 2030 in Serbia: Is the end goal in sight?". The report represents a comprehensive analysis of Serbia's readiness to implement the Agenda 2030 and is intended for state institutions and the expert public, as a form of assistance in the work on this internationally significant agreement.

- **Informing the public at the national and local level about Agenda 2030 and the sustainable development goals in the field of environmental protection**

BOS has been raising awareness about the importance of sustainable development goals in environmental protection through its communication channels and collaboration with online and traditional media outlets.

- **Fund for Sustainable Local Development**

The Belgrade Open School provides financial and mentoring support to civil society organizations at the local level and local self-government units to implement initiatives that contribute to building resilient and clean communities, responsible and efficient use of natural resources, and green growth and development. The call for application of project ideas was opened in October 2023, after which three projects were selected for further support. Project implementation started in May 2024, and throughout its duration, the BOŠ team is providing mentoring and financial support.

Energy Transition and Decarbonization in the Western Balkans

The project Energy transition and decarbonization in the Western Balkans aims to support reforms in the region through the engagement of civil society, fostering the energy transition and reducing greenhouse gas emissions. Belgrade Open School, in cooperation with GermanWatch from Germany, Balkan Green Foundation from Pristina and Ekosvest from Skopje, participates in the implementation of this project.

The main activities in 2024 were:

- **Intergovernmental workshops with experts on the topic of decarbonization**

Two workshops of this type were organized with experts in the fields of energy and climate policy in February and November 2024.

February 2024: The discussions focused on the state of the renewable energy sector in the region, challenges in legislation, and technological barriers to the decentralization of the energy system.

November 2024: The focus was on national regulatory frameworks, financial aspects of energy efficiency, and opportunities for increasing initiatives and exchanging best practices among countries in the region.

- **Study visit to Thessaloniki and Kozani (Greece)**

As part of the project, a study visit to Greece was organized, specifically to the cities of Thessaloniki and Kozani, with 40 participants, to introduce them with best practices in just energy transition. Participants visited:

WenCoop – the first women's energy cooperative in Greece, where they learned about models for involving women in the energy sector.

University of Western Macedonia – where lectures were held on digital transformation in energy, energy efficiency, and the challenges of transitioning from fossil fuels to renewable energy sources.



PRO – Local Governance for People and Nature

Within the "PRO - Local Governance for People and Nature" Program, the Belgrade Open School (BOS), as an implementing partner of the UN Environment Programme (UNEP), aims to strengthen the capacities of local self-governments in the area of environmental governance. The Joint UN Programme "PRO - Local Governance for People and Nature" contributes to improving the quality of life of citizens through the improvement of local governance, social inclusion, and environmental protection governance in 110 cities and municipalities throughout Serbia, which are eligible for the Programme support. The Joint UN Programme is implemented by the United Nations Serbia agencies - UNOPS, UNICEF, UNFPA, and UNEP, in cooperation with the Government of Serbia and with the financial support of the Government of Switzerland.

One of the expected results of the Program is improved capacities of local self-government units in environmental governance through the implementation of good governance practices which are designed to enhance the environmental protection system at the local level directly.

Main activities implemented during the 2024:

Enhancing the capacities of local self-government units for implementing good environmental governance practices

- As part of this activity, the BOS team held consultative meetings with 21 local self-government units. A report on environmental protection management at the local level was prepared. The Report was based on data collected through questionnaires on environmental protection management (developed in the previous phase of the Program) and information discussed during the consultative meetings with LSG representatives.
- Ten local self-government units were selected for further support based on the desk review, identified priority areas, and planned activities related to the development and adoption of specific local environmental protection policies.
- As part of the expert support provided, initial meetings were held in 10 LSGs, where experts discussed opportunities for cooperation, the needed assistance in drafting relevant documents, writing reports, etc.
- A Green Passport was developed for each of the ten municipalities, providing a comprehensive overview of local environmental governance.

Enhancing the capacities of local self-government units for transparent development and adoption of public policies with broader public involvement

The goal of this activity is to contribute to a better understanding among local self-government units and other stakeholders regarding various issues in the field of environmental protection and climate change, the integration of policies from this area into local development plans, as well as the importance of the process of developing and adopting local public policies. BOS project team and engaged experts from various fields have started implementing this activity through dialogues with stakeholders and the wider community in 10 local self-government units.

Local Actors for Clean Energy and Air

The project "Local actors for clean energy and air" represents a continued cooperation which is realized through one-year projects, with a long-term focus on developing public policies that enable a just transition towards clean energy.

The central part of the project was support for civil society organizations and activists dealing with air quality, strengthening of the civic network for air quality monitoring, research activities focused on local energy efficiency, respect for the principles of just transition, as well as support for the development of energy democracy.

Main activities carried out during 2024:

Improving the capacity of citizens and local actors to monitor air quality

- 60 new sensors for measuring air quality were installed throughout Serbia, thus expanding the civic network for monitoring air quality
- Training for more than 30 activists, representatives of CSOs and interested citizens, was organized so that they could use and interpret data collected through sensors.
- A conference on air quality "*Man, Don't Suffocate*" was held, with more than 40 participants, where the results of analyses and data collected by citizen monitoring in 79 municipalities were presented.
- A campaign on air quality was implemented, which reached about 280,000 citizens through social media networks and 29 media posts.

Support for energy efficiency at the local level

- A methodology was developed for the analysis of local energy efficiency policies, which was applied in three municipalities.
- Training was organized for 10 representatives of CSOs for conducting energy efficiency analyses and advocating for the improvement of public policies.
- Three local organizations, with the support of BOŠ, prepared energy efficiency analyses and presented them to decision makers at the local level.

Just Transition

- An analysis of the competences of the municipality of Lazarevac for the implementation of a just transition was made, and the key findings were presented to local decision makers.
- BOŠ was the co-organizer of the conference on just transition in Lazarevac, with the participation of representatives of the Kozani municipality from Greece and EU experts, which resulted in an initiative for cooperation and exchange of experiences between Lazarevac and Kozani.

Support for the development of energy democracy

- The process of establishing a new energy cooperative in Lazarevac has been initiated, with the mentorship of the existing "Sunny Roofs" cooperative.
- Two events were held for capacity building and networking of interested citizens for the establishment of energy cooperatives, with lecturers from the Netherlands and Greece, with the participation of more than 30 representatives of CSOs, activists and citizens.
- BOS participated in the drafting of comments on the Draft Energy Development Strategy and the Draft Law on Energy, which improved the provisions related to energy communities.
- The redesign and improvement of the web platform energijazajednice.bos.rs is underway, in cooperation with the CAN Europe network, in order to enable better availability of information and networking of interested actors.

Open Balkan Energy Mix

The "Open Balkans Energy Mix" project aims to determine the possibilities and preconditions for greater integration between the energy systems of Serbia, North Macedonia and Albania, primarily in the domain of renewable energy sources, for the sake of easier management and balancing of these sources and reduction of dependence on the import of electricity, as well as fossil fuels.

Key activities conducted throughout 2024:

Finalization of Research and Development of the Regional Energy Transition Concept

- The research team finalized the analysis of renewable energy sources (RES) potential in the three countries and developed a regional energy transition concept, focusing on the integration of RES connected to the transmission grid.
- A comparison of the technical regulations in Serbia, Albania, and North Macedonia regarding the connection of renewable energy sources (RES) to the electricity grid was conducted, identifying best practices and obstacles to interstate cooperation.
- A SWOT analysis of energy transition opportunities was performed, resulting in recommendations for the next phase of the project.
- The final research document was prepared and presented to key stakeholders.

Conducting a validation workshop and consultations with key stakeholders:

- A validation workshop was organized in Belgrade, where researchers presented the findings and recommendations of the regional energy transition concept.
- The workshop was attended by experts from Albania, Serbia, and North Macedonia, as well as representatives of donor organizations GIZ and KfW.
- The economic feasibility of the proposed integration of energy systems, investment opportunities, and regulatory barriers have been considered.

Survey of Public Opinion on the Use of Natural Gas in the Energy Mix

The central part of the project is the research of public opinion on the attitudes towards the use of natural gas in the energy mix of the Republic of Serbia. The research will contribute to a better understanding of the use of natural gas in Serbia and complete the picture of citizens' awareness of the use of this energy source.

The main activities in 2024 were:

- **Research on citizens' attitudes toward the use of natural gas**

A survey was conducted on a representative sample of 1,202 adult citizens of Serbia, using a questionnaire that contained 36 questions.

- **Focus groups for testing key messages**

Five focus groups were organized with 40 participants divided into following categories: 1) Gas users; 2) Citizens with access to the gas network but without a connection; 3) A mixed group with different experiences related to gas. The focus groups facilitated the testing and shaping of messages for future campaigns, highlighting three key messages

- **Targeted Social Media Campaign**

Based on the research and focus groups, a campaign was conducted on Instagram to test the most relevant messages. The campaign achieved 24,182 views and 1,978 interactions, enabling further analysis of the public perception of gas as an energy source.

Project activities were implemented in the territory of the Republic of Serbia (taking into account public opinion research).

'Kornjaca - spornjaca' Fundraising campaign for the protection of the marsh turtles!

During 2024, the Belgrade Open School, together with Young Researchers of Serbia, the Special Nature Reserve Kraljevac Lake, and the Catalyst Foundation, carried out the 'Kornjaca - spornjaca' campaign to raise funds for the protection and research of marsh turtles (*Emys orbicularis*). The goal of the campaign was to purchase monitoring devices to track the movement and behavior of turtles in Kraljevac Lake, contributing to the long-term protection and survival of this strictly protected species in Serbia. The campaign was conducted through the Donacije.rs platform, managed by the Catalyst Foundation, and over its 77-day duration (from June 3 to August 19), it gathered 208 individual donors (citizens, civil society organizations, and companies), raising a total of 840,200 RSD. A major event in the form of a field trip was held at Kraljevac Lake in collaboration with the Sports Fishing Association, which manages this protected area. During the trip, visitors had the opportunity to learn about marsh turtles, see their habitat, understand the threats they face, track their movement, and discover why it is important to protect them. The 'Kornjaca - spornjaca' campaign reached a total of 1,753,213 people.





EMPLOYABILITY, CAREER GUIDANCE AND COUNSELLING

Belgrade Open School supports individuals in finding creative answers to the challenges of finding, getting and keeping a job and advancing in both their professional and personal lives. In the era of a dynamic changes of global labour market, common economic and social crisis, we believe that it is important to affect the development of career management skills, lifelong learning and to provide quality guidance in transition from education system onto the labour market (or vice versa when the career development demands it).

BOS encourages individual's continuous development, lifelong learning and overall economic development of our society by contributing to the establishment of the career guidance and counselling system and by strengthening the connection between education and the labour market

During 2024, within the program area Employability career guidance and counselling, the following projects were implemented:

- Virtual Internships for Inclusive Societies;
- Green Schools for Youth Employment;
- Green Generation – Schools Engaged in Climate Action;
- A Step Forward Towards Accessible Career Guidance and Counselling Services.

Virtual Internships for Inclusive Societies

Belgrade Open School implemented the project "Virtual Internships for Inclusive Societies." in order to overcome the barriers and create equal educational opportunities for youth skill development. The project served as a foundation for improving young people's access to internship programs within both formal and informal education systems. Special emphasis was placed on including youth from rural areas and youth with disabilities, as well as empowering young people to engage and collaborate with decision-makers in the field of youth education and employment policies. In this way, they become key actors in decision-making processes related to their own rights and interests.

As part of the project, the virtual internship program "Career Guidance and Counselling for Youth" was implemented, consultative meetings were organized with representatives of educational institutions, organizations, and the business sector, and a study visit to Brussels was conducted. Additionally, a European Report on Virtual Internships was prepared, along with a policy briefs to improve virtual internships.

The Belgrade Open School team prepared a virtual internship program in the field of career guidance and counselling, **involving 42 high school students from Kragujevac, Velika Plana, Stara Pazova, and Bač.** The internship program was conducted from December 2023 to March 2024. The program was designed around six thematic weeks, during which participants had the opportunity to gain basic knowledge of career guidance and counselling, the principles of career practitioners' work, and the counselling process. Virtual internship programs were also organized in North Macedonia, Italy, and Spain, and based on the participants' experiences in all countries, a European Report on Virtual Internships was prepared, containing evaluations and recommendations based on the implemented programs.

In May 2024, a study visit to Brussels was organized. On the first day, a panel discussion was held with representatives from institutions and organizations operating at the EU level: Out of the Box International, Lifelong Learning Platform, Regional Cooperation Council EU, Connect International, and the Institute for Good Governance. The discussion provided participants of the study visit with insights into the framework for developing and implementing public policies in the field of youth career development and advancement. A comparative analysis of the legal framework at the level of EU member states and candidate countries provided a basis for further development and improvement of both legal and practical frameworks for the professional development of young people. The focus of the discussion was placed on the digital component of acquiring new knowledge and experiences for young people, through the exchange of perspectives and insights on virtual forms of youth development. During the study visit, the project team visited organizations such as the Organizing Bureau of European School Student Unions (OBESSU), the European Vocational Training Association (EVTA), the European Students' Union (ESU), and the Young Men's Christian Association (YMCA).



Based on the results obtained through comprehensive consultative processes, **the BOS team developed a set of policy recommendations that define the future directions for organizing and preparing virtual internship programs.** Additionally, the team participated in the preparation of recommendations for virtual internships at the EU level. These recommendations serve as a framework for discussions with decision-makers who deal with issues related to internships, employment, and education, and they contain guidelines on how to organize (virtual) internship programs to meet minimum quality standards.

Green Schools for Youth Employment

The "Green Generation: Schools Engaged in Climate Action" project represented the educational component of the "Solar Schools in the Western Balkans" initiative and aimed to contribute to raising awareness among teachers, parents, and students about climate justice, participation in energy policy, and democratization. It also aimed to support the sustainability of schools by improving their fundraising capabilities and advocacy efforts, as well as to provide mentoring support to schools for active participation in local decision-making processes.

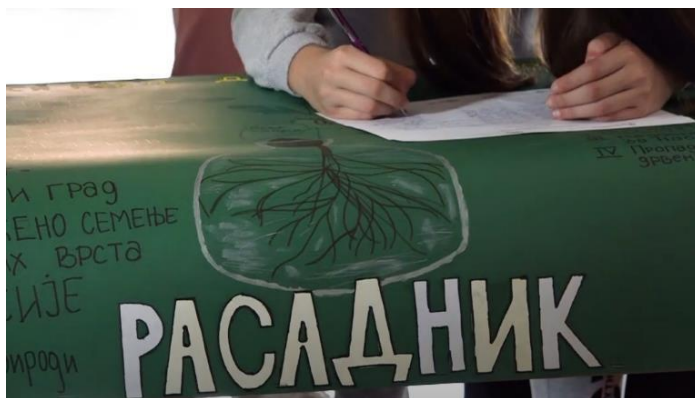
As part of the initial activities of the project, BOS team established cooperation with **six primary schools in Valjevo**, where educational workshops with students were held. The workshops involved students from the fifth, sixth, and seventh grades, who had the opportunity to engage in discussions and interactive activities about environmental protection. Students worked on presentations and preparations for the Green Ideas Bazaar, where they presented their projects in pairs. Students also worked on presentations about solar panels and their contribution to environmental protection. These workshops explained how solar panels use solar energy to generate electricity, reducing the need for fossil fuels and harmful gas emissions into the atmosphere. The workshops also focused on personal responsibility for environmental preservation, with students sharing ideas on recycling, reducing waste, and saving energy.



Additionally, students had the opportunity to consult with mentors to receive further advice and guidance for improving their projects. This interaction contributed to the additional education of the students and encouraged them to think creatively and innovatively about their ideas and the long-term consequences of their actions on the planet, motivating them to contribute to the preservation of nature for future generations. As part of the project, **138 students from primary schools participated in the workshop process.**

Green Ideas Bazaar was held at the "Vladika Nikolaj Velimirović" Primary School in Valjevo, as part of the project activities. This event, which gathered a large number of students, **featured 17 teams with over 80 participants** who demonstrated their ideas and solutions for environmental preservation through mini-projects.

The topics covered at the Bazaar were broad, addressing both local and global ecological challenges. Students worked on topics such as river conservation, air pollution reduction, recycling, and access to green technologies. Each team provided an original and innovative approach to solving ecological problems, using the knowledge and skills acquired during the green workshops previously organized at their schools.



The Green Ideas Bazaar was not only an opportunity to present projects but also for students to meet, exchange experiences and ideas, and further educate themselves on the importance of environmental preservation. All attendees had the chance to see how engaged and motivated young people are to contribute to nature protection and the improvement of ecological awareness in their communities.

One of the main goals of this event was to select the best team with the best project, which was awarded for their effort and creativity. As part of the project, a training session titled "Enhancing Skills for Project Development and Project Cycle Management" was held in Banja Koviljača.

The participants of the training had the opportunity to deepen their knowledge of key concepts and tools for successful project writing. Through interactive sessions, primary school principals, teachers, and professional associates gained insight into the importance of proper project planning and structuring, as well as methodologies for efficiently managing project activities.

One of the key topics was "Introduction to Project Cycle Management," where participants improved their knowledge and skills on how to identify, plan, implement, monitor, and evaluate projects in line with their goals. Additionally, participants analysed the importance of project logic for project success. The introduction to the logical framework matrix as a separate topic gave participants the opportunity to familiarize themselves with tools for project planning, evaluation, and measurable success indicators, which are crucial for ensuring the quality and efficiency of project activities.

As a final activity planned within the project, the BOS team organized a closing conference at which the project's results were presented. The event showcased the key outcomes after one year of implementing this initiative in Valjevo. Vladimir Mišković, a member of the Valjevo City Council, addressed the event and shared his experience working on the initiative from the perspective of the city of Valjevo, highlighting how this initiative contributed to raising awareness among citizens, especially within school communities, about environmental improvement in Valjevo. On behalf of the Open Society Foundation Western Balkans,

Aleksandra Šanjević spoke about the key results of this initiative at the regional level and pointed out examples of good practices that have been achieved so far. Additionally, Olivera Vuković, Executive Director of SeCoNs – Group for Development Initiatives, addressed the participants and presented the results of research conducted in two phases across twelve schools, indicating the willingness of teachers and students to engage in such initiatives, as well as highlighting key areas for development related to improving cooperation between schools and parents in the context of implementing various extracurricular activities.

Furthermore, the event featured speeches from the principals of primary schools involved in the implementation of the initiative. They emphasized how the initiative encouraged them to introduce various green practices, foster collaboration, exchange experiences, and pursue future project writing in the field of environmental protection. Finally, the participants were addressed by students from the "Vladika Nikolaj Velimirović" Primary School, whose presentation on environmental protection was selected at the Green Ideas Bazaar. They presented their idea for the protection of the Gradac River and the surrounding areas.



Green Generation – Schools Engaged in Climate Action

The project "Green Generation: Schools Engaged in Climate Action" is part of a multi-year regional initiative "Solar Schools in the Western Balkans", implemented by the Open Society Foundation for the Western Balkans. The regional initiative includes the installation of solar panels in selected schools across North Macedonia, Serbia, Kosovo*, Bosnia and Herzegovina, and Albania, research on green transition at the level of the involved countries, and an educational component that focuses on working with primary school students in the areas of environmental protection, just energy transition, sustainable development, green skills, and education.

The educational component of the initiative, titled "Green Generation: Schools Engaged in Climate Action," is implemented by the Belgrade Open School (Serbia), the National Youth Council of Macedonia (North Macedonia), Bonevet (Kosovo*), the Center for Ecology and Energy (Bosnia and Herzegovina), the Youth Roma and Egyptian Movement (Albania), with the support of the Open Society Foundation for the Western Balkans. The educational component aims to contribute to informing teachers, parents, and students in schools about the importance of climate justice, participation in energy policy, and democratization; to contribute to the sustainability of schools by enhancing fundraising and advocacy capacity; and to provide mentoring support to schools for active participation in local decision-making processes. Through this regional initiative, **70 schools across the Western Balkans have been supported, and in Serbia, project activities are being implemented in the city of Kragujevac, across six primary schools.**

The project is being implemented from August 1, 2024, to July 31, 2025. After the project is implemented in Valjevo, its implementation will continue in Kragujevac.

The first activity of the project was a community forum, aimed at improving dialogue and collaboration between local authorities and the primary schools involved in the project, with a focus on identifying and addressing key challenges related to introducing and improving ecological practices in educational institutions.

The main idea of the community forum held in Valjevo was to map the problems each school identified as priorities for resolution, which could be funded through savings generated by the installation of solar panels. The forum included principals, teachers, students, and parents from the schools, who, together with representatives of the City Administration, discussed ways to solve the identified issues. Each school presented specific challenges that align with the initiative's criteria, while the principals presented these issues to the mayor.

The mayor of Valjevo personally offered support to the schools, promising that the identified problems would be addressed using the savings from the installation of solar panels. This approach will allow schools to redirect financial resources to priorities that are of key importance to students, teaching staff, and the broader community.

The forum was a successful step towards improving ecological standards in educational institutions and opened the door for future actions that will contribute to creating greener and more sustainable schools, both in Valjevo and throughout the Western Balkans.

Another important activity in the project was the workshops with students. The workshops included fifth, sixth, and seventh-grade elementary school students, who had the opportunity to participate in discussions and interactive activities about environmental protection. The students worked on presentations and preparations for the Green Ideas Bazaar, where they would showcase their projects in pairs.



The students also worked on presentations about solar panels and their contribution to environmental protection. Through these workshops, they learned how solar panels use solar energy to generate electricity, reducing the need for fossil fuels and lowering harmful gas emissions into the atmosphere.

The workshops also focused on personal responsibility in preserving the environment, where students shared ideas about recycling, waste reduction, and energy conservation. Additionally, they worked on writing mini projects, which will be presented at the Green Ideas Bazaar in March 2025.

A Step Forward Towards Accessible Career Guidance and Counselling Services

The Belgrade Open School, in partnership with the National Association of Youth Offices, implemented the project "Step forward towards accessible career guidance and counselling services" with a goal to improve the employability of young people. Within the framework of the project, the following activities were carried out that contributed to the achievement of significant results in the field of career guidance and counselling (CGC):

Programs for the development of the capacities of Youth Offices, CSOs and school teams for CGC, following the Standards:

As part of this activity, two training were held to strengthen the capacity of local Youth Offices, representatives of school teams for CGC and civil society organizations: "Basics of career guidance and counselling in work with youth" and "Innovative approaches in the implementation of career guidance and counselling activities", which brought together 30 participants from 15 units of local governments. The first one-day training gathered 11 representatives of youth offices and civil society organizations from 6 units of local governments: Vranje, Belgrade, Bajina Bašta, Zrenjanin, Čajetina and Valjevo. Training participants had the opportunity to learn about new research results on career guidance, counseling services, and legal regulations for this area. Also, they were informed about the elements of the CGC standards, as well as recommendations for their implementation in practice, resources and other actors available to them in implementing CGC activities.

The second two-day training gathered 19 representatives of school teams for CGC, CSOs and YO from 10 units of local governments: Niš, Temerin, Užice, Belgrade, Kruševac, Vrnjačka Banja, Indija, Šabac, Leskovac and Guča. The training was focused on trends and changes in the labour market, while a special focus was on changes in the number of available jobs, the quality of jobs and salaries, the importance of social protection, flexibility of work, and dialogue in industrial relations. All this is placed in the context of the variety of activities and services of CGC, which are the result of adaptation to labour market trends such as climatic, technological and demographic changes. This diversity is primarily related to the increase in the use of digital tools in the provision of CGC services, the application of environmental protection principles in the context of making career decisions or the implementation of CGC activities. The participants had the opportunity to learn more about the concept of gender-sensitive CGC.



Continuation of the previous activity and cooperation with training participants, is reflected in the implementation of CGC activities at the local level with youth, with the aim of practical application of acquired knowledge, design and implementation of CGC activities with young people. Representatives of Youth Offices, CSOs and school teams for CGC received mentoring support from experts in front of the Belgrade Open School and the National Association of Offices for Youth, which aimed to ensure that the activities were following the Standards. These activities included 311 young people from 15 places across Serbia.

Career Guidance and Counselling Fair

, , The 10th anniversary Career Guidance and Counseling Fair was held on November 15, 2024 with the aim to increase the employability of young people and connect key actors (schools, Youth Offices, and CSOs), who play a major role in actively contributing to the improvement of the position of young people on the labour market. The fair gathered over 140 representatives of schools, Youth Offices and Civil society organizations, public authorities and all other interested parties, who had the opportunity to get acquainted with examples of good practice, as well as ways of quality implementation of CGC services for young people. 20 exhibitors from 10 cities and municipalities participated in the Fair.



Career Guidance and Counseling Fair



EDUCATION

The educational program of the Belgrade Open School has 30 year-long tradition. For as many as 30 generations of students, the Belgrade Open School has introduced new knowledge and skills that contribute to their professional and personal development.

Through a multidisciplinary educational program, BOS strives to educate and connect selected students from different faculties, building a network of successful and free-thinking individuals. Through its educational programs, the Belgrade Open School has influenced the progress of over 1.300 participants, and this number is still increasing today. Many of the alumni are lecturers and mentors at the Program and share their knowledge with new generations.

The Future Studies program of the Belgrade Open School today includes several units:

- Lectures of knowledge;
- Skills workshops;
- Mentoring program;
- Psychological support;
- Free activities.

Future Studies

Key Project Activities

In 2024, two semesters of the Future Studies educational program were conducted:

- Spring semester 2023/24 for twenty-four students of the 31st generation;
- Fall semester 2024/25 for twenty-nine students of the 32nd generation of the Program.

Spring Semester of the 31st Generation, 2023/24

Module: New World

This module explores key social, scientific, and political processes shaping the contemporary world. Through the analysis of global and local trends, participants have the opportunity to critically reflect on the challenges and opportunities brought by technological development, social changes, innovations, and political transformations.

During this module, students attended lectures by Vuk Jeremić on the new world, geopolitical recession, and current crises; Goran Pitić on Đinđić's vision of modern Serbia; Jovan Radaković on Cybersecurity; Vanja Ković on "How the Human Brain Works – An Introduction to Contemporary Neuroscientific Discoveries"; Uroš Krčadinac, who presented a multidisciplinary (digital-artistic-literary) project, Bantustan: An Interactive Atlas, documenting the author's journey through Africa; Dritan Abazović on ethics and politics in modern democracies; Dalibor Petrović on surveillance capitalism in the age of the surveillance society; Slobodan G. Marković on cultural transfers; and Bojan Kovačević on the concept of urbanism today.

Module: Career Management and Work Practices

The Career Management and Work Practices module focuses on providing students with skills that will facilitate the start of their professional careers.

The module began with a visit to the Coca-Cola Hellenic Bottling Company, where students attended a lecture on career paths for young people, different personality types in the workplace, and career management.

The first lecture within this module was delivered by Marija Milosavljević, who engaged in an interactive discussion with students, raising key questions about career plans, professional goals, and the necessary skills for development. Following this, students participated in lectures, workshops, and simulations focused on writing effective CVs and preparing for job interviews.

These workshops were led by Tamara Srećković and Milica Berić, who, with their experience in human resources, shared useful advice and practical insights with students. Draga Šapić held a lecture on mental health and well-being in the workplace, emphasizing the importance of psychological well-being in a professional environment. Additionally, Jovana Misailović conducted a workshop on labor law, providing students with fundamental knowledge about their rights and obligations in the workplace.

Mentorship Program

As part of the mentorship program, the 31st generation of students had the opportunity to connect with mentors, alumni of the program, and start collaborations with them. Connecting alumni with the current program generation not only enriches participants' experiences but also strengthens the community through knowledge exchange and support. This interaction allows students to develop skills necessary for navigating complex professional and academic environments while also giving alumni a chance to contribute to the growth of new generations with their experiences. A total of 24 mentoring pairs were successfully established, allowing most students to gain new practical and work experience.

Free Activities

Integral part of the program are free activities, allowing students to get to know each other better.

Two Literary Clubs were held, aimed at fostering debates on selected works chosen by the students, providing them with a space for interpretation, analysis, and exchange of opinions.

Participants of the Future Studies program in 2024 also had the opportunity to attend the traditional Winter School of Teamwork, organized by the Belgrade Open School. The Winter School took place on Mount Gučevo from March 1 to 3.



Students of the 31st Generation at the Winter School of Teamwork

The program was successfully completed by twenty-four students. During the annual Move.Link.Engage conference, the 31st generation of Future Studies students officially received their diplomas for successful program completion.



Diploma Award Ceremony at the Annual Move.Link.Engage. Conference

New Enrolment

In May 2024, the enrolment process for the 32nd generation of Future Studies students was opened. The campaign included social media promotions and faculty presentations to provide students and future participants with insight into the selection process and program structure. An Open Day event was also organized.

The candidate selection took place from May to September in two rounds. Based on personal applications, personality and aptitude tests, and individual interviews, the selection committee finalized a list of 30 candidates who will attend the program in the 2024/25 academic year.

Selected students attended the Fall semester of the Future Studies educational program from October 14, 2024, to December 23, 2024.

Students of the 32nd generation come from various faculties, including the Faculty of Political Sciences, Faculty of Economics, Faculty of Philosophy, Faculty of Organizational Sciences, Faculty of Pharmacy, Faculty of Philology, Faculty of Media and Communications, Faculty of Music Arts, Faculty of Contemporary Arts, Faculty of Mathematics, Belgrade Academy of Business and Art Studies, Faculty of Teacher Education, and the Faculty of Law.

Fall Semester of the 32nd Generation, 2024/25

Classes in the fall semester are conducted within the modules Knowledge for the Future, Skills for the Future, and Psychological Support, while the spring semester will focus on the modules New World and Career Management and Work Practices.



32nd Generation Attending a Lecture During the Fall Semester

Module: Knowledge for the Future

This module is designed to provide students with a broad spectrum of knowledge from various fields, enabling them to gain a deeper understanding of the complex social, economic, and political factors that shape the modern state. Through carefully selected lectures and interactive discussions, participants are introduced to key challenges and dynamics of the contemporary world. Topics covered include social inequalities, international relations, global crises, climate change, and other current issues of significant impact.

The module began with an introductory lecture by Srđan Verbić on the future of education and the challenges facing the education system. Following this, Tamara Džamonja Ignjatović discussed social problems and their consequences on individuals, providing an analytical overview of key issues in modern society.

Just before the presidential elections in the United States, Stevan Nedeljković and Milan Krstić delivered a lecture titled "Kamala Harris or Donald Trump: The Importance of the 2024 U.S. Elections for the Future of International Relations." The focus was on the potential impact of the election results on the global political scene and changes in U.S. foreign policy toward key regions.

Vuk Jeremić spoke about the future of the world order and global crises, with special emphasis on geopolitical recession and the possible consequences of Donald Trump's re-election as U.S. President.

Dejan Šoškić shed light on the fundamental principles of banking and finance, explaining the functioning of financial markets, credit systems, as well as the potential and future of blockchain technology and cryptocurrencies.

Radmilo Pešić discussed the state of agricultural resources and food availability in the 21st century, analyzing global challenges in food security and factors influencing hunger in various parts of the world.

Aleksandra Krstić presented part of her research on the importance of political cartoons for democracy. Students had the opportunity to see historical examples of cartoons from the United States, as well as works by American cartoonists created during the wars in the former Yugoslavia.

Nemanja Milović addressed the consequences of climate change, possible mitigation strategies, and steps necessary to reduce their negative impact.

The module concluded with a lecture by Vladimir Jelenković, who, reflecting on the life and legacy of Nikola Tesla, presented his inventions and innovations, emphasizing their significance for technological and scientific advancement.

Module: Skills for the Future

The Skills for the Future module is designed as a series of interactive workshops providing students with practical advice for developing key skills needed in the modern world. Particular emphasis is placed on public speaking, speech and presentation skills, as well as argumentation and critical thinking.

The rhetoric workshops were led by Vladimir Pavićević, while Relja Dereta shared useful techniques and advice on public speaking and presentation skills applicable in both everyday and professional communication.

Dragana Ignjić conducted a workshop on the role of television and public television appearance skills, providing students with concrete guidelines for successful media appearances.

Vladimir Nićiforović shared his career experiences, emphasizing how professional paths can evolve and change over time.

Andrijana Ristić organized a workshop on the importance of debate, proper argumentation, and recognizing logical fallacies. Students learned the basic rules of argument construction, analysis, and refutation of opposing claims, as well as techniques for critical thinking. Through practical exercises, they had the opportunity to develop their debating and argumentation skills.

The program was enriched by a creative dance workshop, where students, through tango, under the guidance of trainer Darko Dožić, explored methods of non-verbal communication, coordination, and expression through movement. This workshop combined dance and communication skills, providing a unique experience for program participants.

Module: Psychological Support

As part of the Psychological Support program, five interactive workshops were conducted under the guidance of psychologist Jana Stojanović.

The goal of this module was to provide participants with useful tools for establishing and maintaining healthy relationships, effectively dealing with conflicts, overcoming anxiety, managing negative emotions, and reducing self-criticism. Through the workshops, students had the opportunity to learn assertive communication techniques and other practical methods they could apply in their daily lives to improve their emotional well-being and interpersonal relationships.



Psychological Workshops with Jana Stojanović

Free Activities

As the 32nd generation highlighted the Literary Club as one of their favorite activities, three Literary Clubs were held during the fall semester. Among the selected works that sparked in-depth debates were *Metamorphoses*, *Ward No. 6*, and *Mrs. Dalloway*.

Mentorship Program

During the fall semester of the 2024/25, consultations on the mentorship program were organized, providing students with the opportunity to define their interests in specific topics, fields, or potential mentors. Through this process, each participant could express their professional and academic affinities to be matched with a mentor who would provide guidance and support for their further development.

A total of 28 mentoring pairs were successfully formed, each developing a plan for collaboration during the spring semester.



YOUTH POLICIES

Ever since the founding of Belgrade open school, the focus of its activities has been young people, to whom we offer educational programs and services which empower them to become active members of society and agents of social change. Apart from this, BOS also advocates for the establishment of a systematic and continuous support for young people, which would lead to improving youth employability, gaining economic independence, as well as active participation on issues that concern them.

With the aim to inform young people about all issues that concern them, BOS founded the Mingl portal in 2007. Since then, young people visit the website in order to find daily information and news on non-formal educational programs, scholarships, workshops, courses, competitions, exchanges, announcements of events and other topics intended for the younger audience.

During 2024, within the program area Youth policies, the following projects were implemented:

- Advancing Media and Youth CSOs for Prosperous Democratic Development of Serbia;⁵

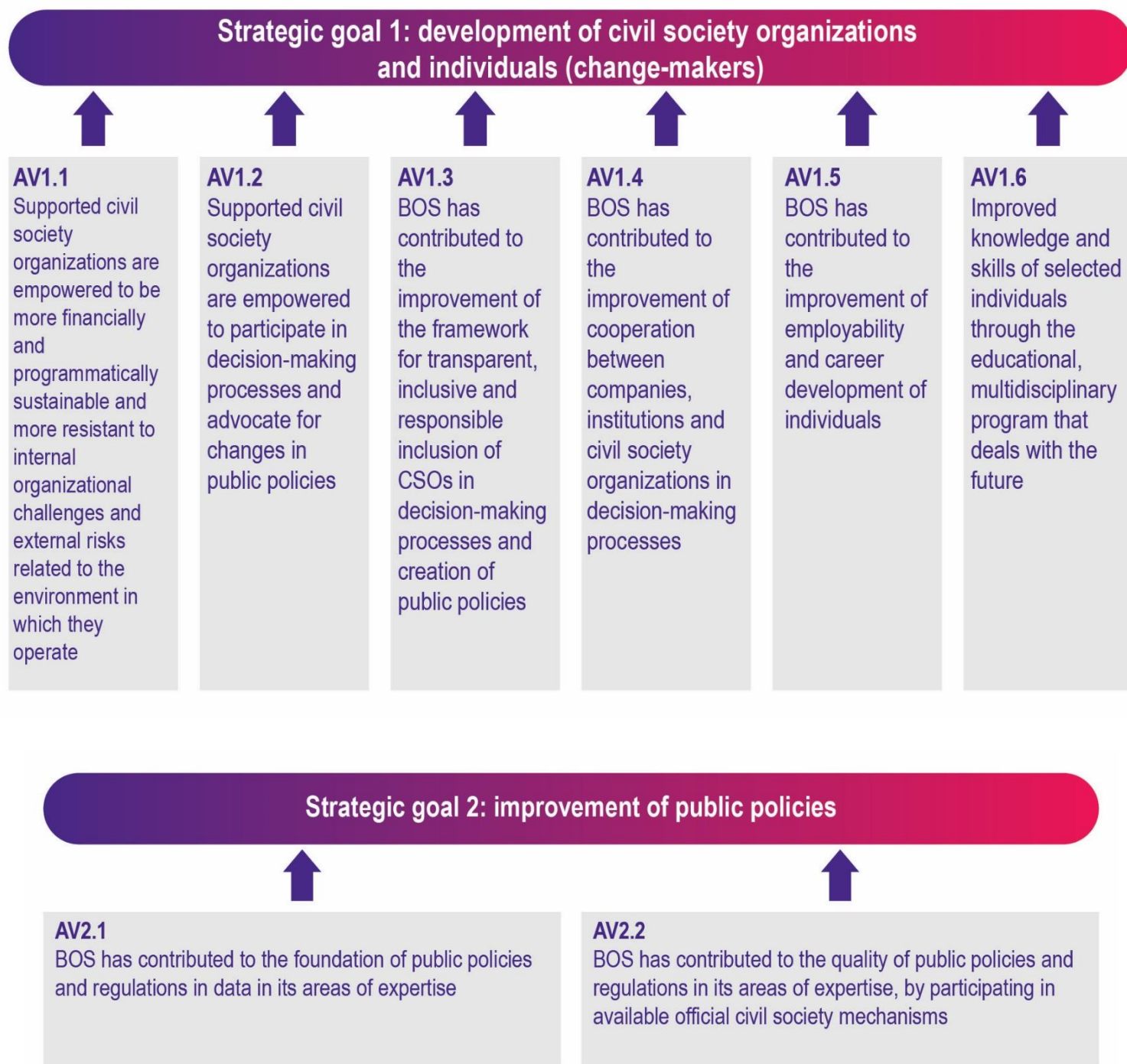
⁵ Please find more information about the project *Advancing Media and Youth CSOs for Prosperous Democratic Development of Serbia* within the program area Civil society.



GOOD GOVERNANCE

Belgrade open school deals with research and advocacy for responsibility, transparency and participation. BOS researches and advocates the participation of citizens in the decision-making process, especially at the local level, as well as transparency in decision-making, but also in the work of public administration. So far, BOS has been engaged in research on participation and transparency in the field of European integration, higher education, work of local self-government, regional development, energy and the environment.

STRATEGIC PLAN IMPLEMENTATION IN 2024



Strategic goal 1: development of civil society organizations and individuals (change-makers)

Indicator	Achieved value in 2024
1.1. Number of supported CSOs and media that prepared contributions and participated in public consultations/public debates for the creation/amendment of public policy documents, laws, regulations and other acts at national or local level	69
1.2. Number of supported CSOs and media that participated in working groups for drafting public policy documents, regulations and other acts and temporary or permanent working bodies at all levels of governance (from local to national)	34
1.3. The number of supported CSOs and media that contributed to the EC's annual report on Serbia and other documents that monitor the process of European integration (shadow reports, monitoring action plans, etc.)	26
1.4. Types of contributions of the supported CSOs/media during public consultations/public hearings and participation in working groups for drafting public policy documents, laws, regulations and other acts, as well as types of contributions of CSOs/media during participation in temporary and permanent working bodies	1) Environmental Protection Strategy; 2) Energy Law; 3) Energy Development Strategy; 4) Initiative for the Establishment of the Local Council for Gender Equality in Prijepolje; 5) Improvement of Local Support Programs for the Implementation of Agricultural Policy and Rural Development Policy in Jagodina; 6) Opening of the Youth Center in Vranje, Youth Strategy of the Municipality of Bečej; 7) Development Plan of the Municipality of Bečej; 8) Action Plan for the Implementation of the Strategy for Creating a Supportive Environment for the Development of Civil Society Organizations in the Republic of Serbia; 9) Action Plan for the Implementation of the Public Administration Reform Strategy for the Period 2021–2030; 10) Monitoring Public Procurement – Tools; Model for Establishing a Body for Implementing the Local Anti-Corruption Plan; 11) Recommendations for Improving Social Services in Novi Pazar; Initiative for the Development of Sustainable, Biodynamic, and Regenerative Agriculture in Sremski Karlovci; 12) Proposal for Amendments to the Rulebook on Detailed Conditions and Standards for Providing Social Protection Services in the RS; 13) JPublic Discussion on the Draft Law on Amendments to the Law on the Protection of Persons with Mental Disorders; 14) Public Discussion on the Proposal of the Action Plan for the Implementation of the Strategy for Improving the Position of Persons with Disabilities in the Republic of Serbia from 2023 to 2024
1.5. Types of public policies for which contributions of supported CSOs/media have been prepared	1) Judiciary and Legal System; 2) Public Administration; 3) Urban Planning, Spatial Planning, and Construction; 4) Environmental Protection, Energy, and Climate Change; 5) Employment and Social Protection; 6) Sports; 7) Youth; 8) Education; 9) Agriculture and Rural Development; 10) Public Information; 11) Culture; 12) Human Rights and Civil Society

Expected value 1.1 : Supported civil society organizations are empowered to be more financially and programmatically sustainable and more resistant to internal organizational challenges and external risks related to the environment in which they operate

Indicator	Achieved value in 2024
1.1.1. Number of CSOs/media that received financial, mentoring and expert support through BOS programs	223
1.1.2. Number of training days for CSO capacity building	289
1.1.3. Diversity of capacity building programs (training, study visits, experience exchange programs...)	Monitoring visit, Mentorship support, Expert support Financial support, Study visit, Training, Self-learning tools

Expected value 1.2. Supported civil society organizations are empowered to participate in decision-making processes and advocate for changes in public policies

Indicator	Achieved value in 2024
1.2.1. The number of supported CSOs that have enrolled in different trainings on the following topics: writing public policy proposals, policy monitoring and evaluation, and public advocacy	77
1.2.2. The number of supported CSOs that have received mentoring support for creating public policies and for public advocacy	32

Expected value 1.3. BOS has contributed to the improvement of the framework for transparent, inclusive and responsible inclusion of CSOs in decision-making processes and creation of public policies

Indicator	Achieved value in 2024
1.3.1. The number of submitted proposals for improving the environment for the inclusion of CSOs in decision-making processes and the creation of public policies	5

Expected value 1.4. BOS has contributed to the improvement of cooperation between companies, institutions and civil society organizations in decision-making processes

Indicator	Achieved value in 2024
1.4.1. Number of organized events that bring together representatives of all three sectors	16
1.4.2. Number of supported CSO initiatives implemented with the participation of citizens and/or representatives of public authorities and/or representatives of the business sector (on an annual basis)	29
1.4.3. Number of joint initiatives/collaborations of companies, institutions and civil society organizations, where BOS has participated in the creation process	49

Expected value 1.5. BOS has contributed to the improvement of employability and career development of individuals

Indicator	Achieved value in 2024
1.5.1. Number of individuals empowered in the career development process	319
1.5.2. Number of career practitioners empowered to provide career support to young people and adults (based on the sector they work in)	30

Expected value 1.6. Improved knowledge and skills of selected individuals through an educational, multidisciplinary program that deals with the future

Indicator	Achieved value in 2024
1.6.1. Percentage of program participants who believe that they improved their knowledge and skills during the program	87,5%
1.6.2. Different types of knowledge and skills that program participants feel they have improved during the program	<p>Knowledge and Skills Gained Through Program Modules</p> <p>Knowledge gained about:</p> <ul style="list-style-type: none"> • Social and political changes in the modern world, • Technological development and its consequences, • Digital security and information technologies, • Basic principles of economics and financial systems, • The science of the human brain and behavior, • Art, culture, and media in contemporary society, • Ethics and politics in democratic systems, • Capitalism and its impact on society, • Globalization and its effects, • Educational systems and future challenges, • Social inequalities and social issues, • International relations and diplomacy, • Electoral systems and political processes, • Contemporary economic and geopolitical challenges, • Basic principles of sustainability and ecology, • Global food security and agriculture, • The role of satire and visual media in society, • Climate change and sustainable development. <p>Skills gained:</p> <ul style="list-style-type: none"> • Public speaking and rhetorical skills, • Argumentation and critical thinking, • Television performance techniques and media communication, • Professional flexibility and career development, • Debate rules and recognition of logical fallacies, • Non-verbal communication through dance and movement coordination, • Writing an effective CV and preparing for job interviews, • Career planning and management, • Development of professional goals and key skills for career advancement, • Managing mental health and well-being in the workplace, • Basic knowledge of labor law, rights, and employee obligations.
1.6.3. The percentage of program participants who state that they applied the knowledge and skills acquired during the program - six months after completing the program	91,6%

Strategic goal 2: improvement of public policies

Indicator	Achieved value in 2024
2.1. Changes in public policy documents, laws, regulations and other acts in accordance with the recommendations of BOS	9
2.2. Changes in the institutional framework in accordance with the recommendations of BOS	2

Expected value 2.1. BOS has contributed to the foundation of public policies and regulations in data in its areas of expertise

Indicator	Achieved value in 2024
2.1.1. The number of conducted and supported research conducted by: a) BOS team members, b) external collaborators as part of activities on projects in which BOS participates, and c) BOS partners and grantees (if the research was carried out with the support of BOS)	58
2.1.2. The number of prepared public policy proposals implemented by a) BOS team members, b) external collaborators as part of activities on projects in which BOS participates, and c) BOS partners and grantees (if the research was carried out with the support of BOS)	20

Expected value 2.2. BOS has contributed to the quality of public policies and regulations (in its areas of expertise) through participation in official available civil society mechanisms

Indicator	Achieved value in 2024
2.2.1. Number of written contributions/sets of comments/sets of recommendations that were made in the process of drafting, implementing and monitoring public policy documents, laws, regulations and other acts (for each area)	19
2.2.2. Number of working groups for the creation of public policy documents, laws, regulations and other acts in which BOS is a member (for each area)	13
2.2.3. Number of advocacy initiatives	6

BOS TEAM IN 2024

1. Vesna Đukić, General Director
2. Milorad Bjeletić, Executive Director
3. Vladimir Pavlović, Programme Director
4. Davorka Tomanović Baralić, Office Manager
5. Nataša Pajović, Financial Manager
6. Vlado Vranešević, IT Manager
7. Mirjana Jovanović, Programme Manager, Energy, Climate and Environment
8. Ognjan Pantić, Programme Manager, Energy, Climate and Environment
9. Tamara Arsić, Project Manager, European integration
10. Marina Lukić, Project Manager, Civil society
11. Bojana Džulović, Project Manager Civil society
12. Lazar Jovčić, Project Manager, Energy, Climate and Environment
13. Marija Milosavljević, Project Manager, Employability, Career guidance and Counselling
14. Iva Svilar, Project Manager, Energy, Climate and Environment
15. Marija Todorović, Project Coordinator, Civil society
16. Sanja Ilić, Project Coordinator, Energy, Climate and Environment
17. Branislav Cvetković, Project Coordinator, European integration
18. Damir Dizdarević, Project Coordinator, Energy, Climate and Environment
19. Miljana Jovanović, Project Coordinator, European integration
20. Milica Terzić, Project Coordinator, Civil society
21. Marko Pajović, Project Coordinator, Energy, Climate and Environment
22. Tijana Obradović, Project Coordinator, Civil society
23. Angelina Ivanović, Project Coordinator, Energy, Climate and Environment
24. Filip Ljubojević, Coordinator of the Future studies educational programme
25. Miloš Golubović, Project Coordinator, Civil society
26. Maja Popović, Project Coordinator, Civil society
27. Jelena Ivković, Project Coordinator, Energy, Climate and Environment
28. Nemanja Petrović, Project Coordinator, Employability, Career guidance and Counselling
29. Milija Zdravković, Project Coordinator, Civil society
30. Sara Stamenković, Project Coordinator, Employability, Career guidance and Counselling
31. Janko Jačović, Project Coordinator, Energy, Climate and Environment
32. Aleksandar Boganović, Researcher
33. Marija Z. Todorović, Researcher
34. Aleksandar Stankić, Programmer
35. Ana Vranešević, Web Developer
36. Ivana Tomić, IT Assistant
37. Dana Tasovac, Graphic Designer
38. Radinka Janjuš, Accountant
39. Aleksandar Gajić, Legal and General Affairs Coordinator
40. Gordana Petković, Financial and Administrative Affairs Coordinator
41. Bojana Bulatović, Financial Coordinator
42. Jelena Mitrović, Financial Coordinator
43. Boris Čukić, Financial Coordinator
44. Olivera Ilić, Financial Coordinator
45. Maša Pavlović, Financial Coordinator
46. Maja Parežanin, Communication Team Coordinator
47. Milica Đerić, Communications and Public Relations Coordinator

48. Sandra Pekić, Communications and Public Relations Coordinator
49. Rajna Bošković, Project Assistant, Energy, Climate and Environment
50. Marija Milenković, Project Assistant, Civil society
51. Jovana Jović, Project Assistant, Energy, Climate and Environment
52. Milica Borovac, Project Assistant, Energy, Climate and Environment
53. Jelena Stojićević, Project Assistant, Future studies educational programme
54. Milan Hiber, Project Assistant, European integration
55. Nevena Branković, Project Assistant, Youth policies
56. Tamara Umićević, Project Assistant, Energy, Climate and Environment
57. Danica Čokalov, Project Assistant, Youth policies
58. Esmeralda Lukić, Housekeeper



Belgrade
2025