

# ANNUAL REPORT

BELGRADE  
OPEN SCHOOL  
2019



**BOS**  
BELGRADE  
OPEN  
SCHOOL



**BETTER SOCIETY BASED ON  
FREEDOM, KNOWLEDGE AND  
INNOVATION**

# TABLE OF CONTENT

Mission, vision and values .....	5
Strategic development and structure .....	6
BOS Achievements .....	11
Projects .....	12
Publications .....	15
Portals .....	19
Partners and donors .....	23
Clients .....	25
Partners and associates .....	27
<b>Human resources development</b>	
#Educational Programme Future Studies .....	30
#Educational Programme PolitikAS .....	42
#Knowledge and skills trainings .....	45
#Academic Counselling .....	47
#Career Counselling .....	50
#Study visits .....	51
<b>Improving public policies</b>	
#Research activities .....	54
#Energy, climate, environment .....	56
#European integrations .....	64
#Youth policies .....	68
#Improvement of employability .....	71
<b>Capacity building</b>	
#Civil society .....	85
#Public sector .....	97
#Business sector .....	98
Networks and memberships .....	104
BOS team .....	106
Cities and municipalities .....	107

## MISSION, VISION AND VALUES OF BOS

### MISSION

Belgrade Open School (BOS) is a non-profit, educational civil society organization founded in 1993. BOS develops human resources, improves public policies and strengthens the capacities of the civil, public and business sectors in order to develop a better society based on freedom, knowledge and innovation.

### VISION

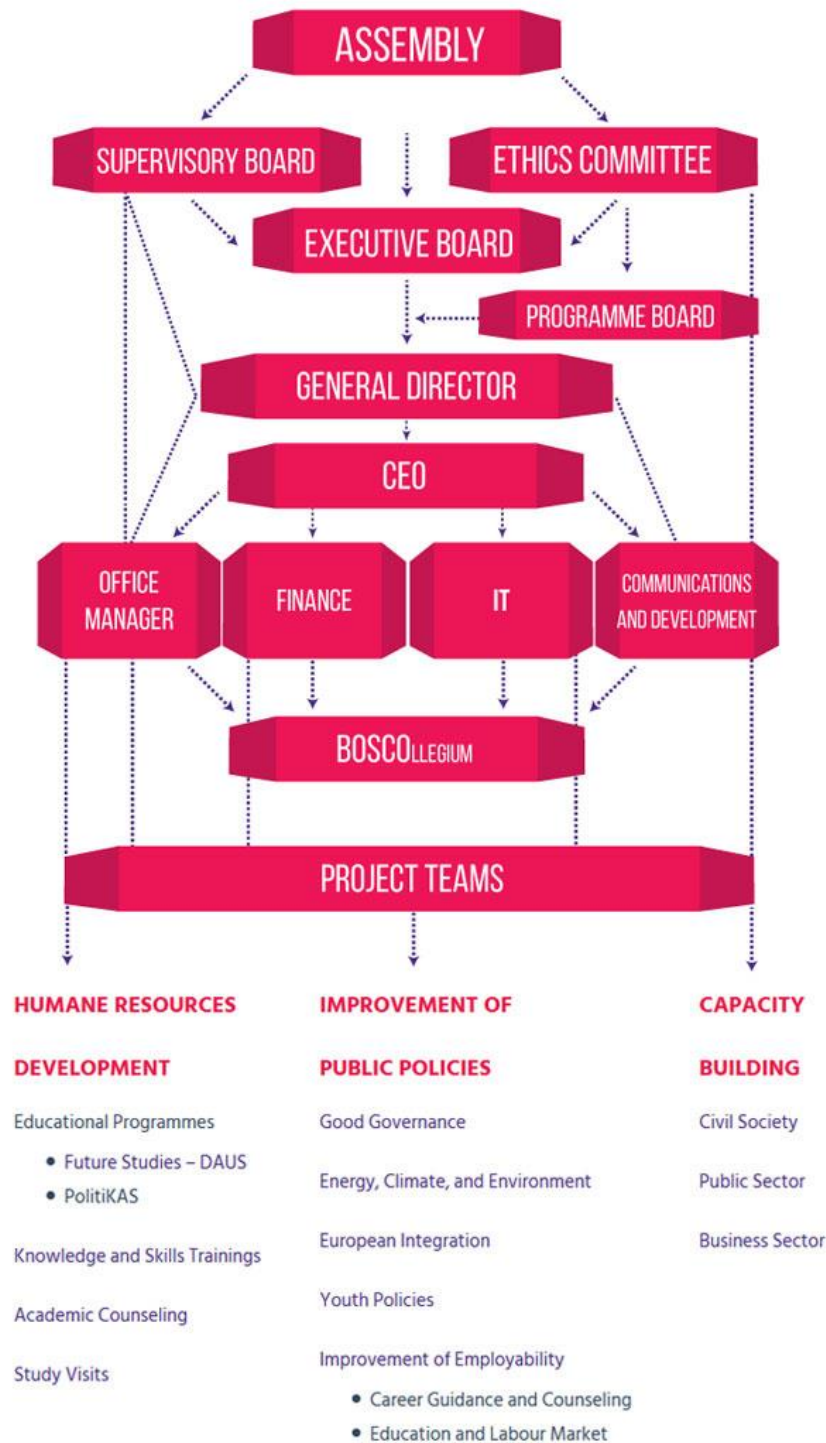
A better society based on freedom, knowledge and innovation.

### BOS VALUES



# STRATEGIC DEVELOPMENT AND STRUCTURE OF BOS

## ORGANIZATIONAL STRUCTURE

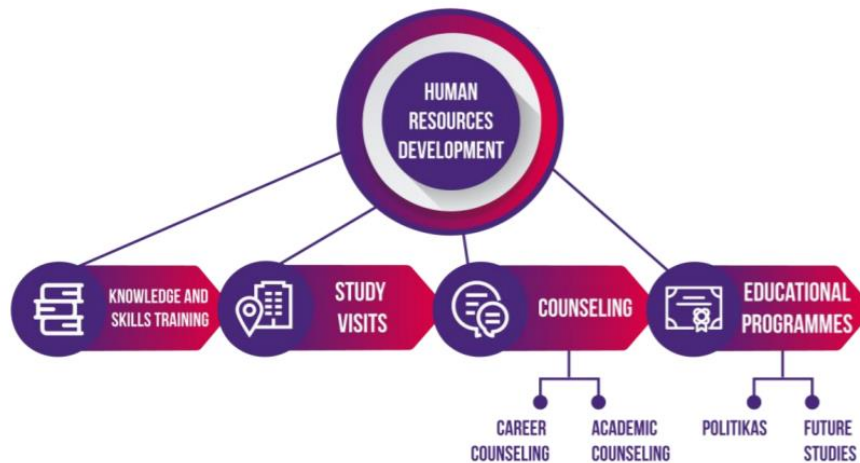


## STRATEGIC GOALS

The strategic goals of the Belgrade Open School are aimed at developing human resources, improving public policies and strengthening the capacities of civil, public and business organizations.

### SC1 – Human resources development

Contributing to the development of human resources of young people, representatives of public administration, civil society, education system and business sector.



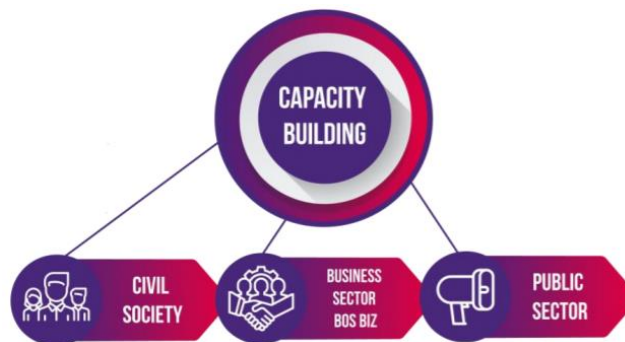
### SC2 – Improving public policies

Improving the process of developing, implementing and improving the quality of public policies, based on facts and evidence in priority areas, through the creation, advocacy and support of implementation, monitoring and evaluation.



### SC3 – Strengthening the capacity

Building capacities of the civil, public and business sectors by providing professional, inovative and quality services.



## ORGANIZATIONAL FUNCTIONING

During 2019, Belgrade Open School had:

- Meeting of the BOS Assembly;
- 21 meetings of the BOS Collegium;
- Financial revision of the entire organization for 2018;
- Financial revision of one project.

## BOS COLLEGIUM (BOSCO)

The BOS Collegium, which began its work in 2014 with the aim of improving internal communication and the overall work of the Belgrade Open School, continued in 2019 to actively work on the planning of ongoing activities of the BOS, quality team collaboration and coordination goals of the organization. BOS COLlegium is made up of elected representatives of the teams and areas that BOS is involved in. During 2019, BOSCO held a total of 21 meetings.

## COMMUNICATION STRATEGY

The Belgrade Open School Communication Strategy was developed during 2018 and aimed at establishing the unified external communication of the Belgrade Open School as an organization over the long term through three strategic goals - human resources development, improvement of public policies and capacity building of the civil, business and public sectors. Following the adopted strategy, the integration of existing pages and profiles on social networks (Facebook, Instagram, Twitter, LinkedIn), changes of name, description and parameter also happened. Throughout 2019, following this communication strategy, the BOS communication channels on social networks were strengthened with a constant increase in reach and engagement metrics, more followers and visibility of the BOS projects and services was also increased. In addition, a clear system of data measurement and analysis has been



put in place, with project teams as content creators that have mastered content creation through communication training. With the advent of unified communication in 2020, it is planned to develop a new communication strategy that will be based on the employer branding of BOS, improving cooperation with traditional media and strengthening new channels of communication.

### Overview of Belgrade Open School's social media communication channels (2019)

Platform	Page	Number of followers
Facebook	Beogradska otvorena škola	11,619
	BOŠ EduCareer	17,985
	BOŠ Policy Lab	7,177
Instagram	Beogradska otvorena škola	2,314
	BOŠ Mingl	1,755
Twitter	BOŠ EduCareer	947
	BOŠ Policy Lab	2,434
LinkedIn	Beogradska otvorena škola	1,490
	Studije budućnosti	136
Youtube	Beogradska otvorena škola	34
<b>Total</b>		<b>45,377</b>

### Overview of the Belgrade Open School websites and online portals (2019)

Website/Online portal	Number of visits	Bounce Rate
<i>EU Pregovori</i>	32,114	74,17%
<i>Mingl</i>	76,954	79,48%
<i>BOŠ</i>	223,782	70,59%
<i>Karijera</i>	677,820	74,88%
<i>Transformator</i>	20,652	68,95%
<b>Total</b>	<b>1,032,322</b>	

## IMPROVING RESOURCES

### Technical support and library

In 2019, BOS invested 4 new desktops into its technical equipment and created its own podcast studio. In 2019, the BOS Library added about 35 new issues to its stock, of which part of the new publications is a gift from former students, friends and associates of BOS. The purchased books, in addition to maintaining the currentity of the library fund, also benefit employees to perform their project assignments as expertly as possible and to improve knowledge in certain areas.

### Onboarding process

Recognizing the importance and value of onboarding process as one of the key processes in big organizations and companies, Belgrade Open School has continued on strenghtening internal procedures. During 2019, 25 colleagues have gained new knowledge and skills within the basic rules and procedures about BOS, business communication, event organization and so on. The process was created so it can be adjusted to values, standards and organizational culture of BOS with the goal of better integration of new colleagues. After formal part of the process, new member of BOS team was completely prepared for fulfilling daily tasks on BOS no matter the team or position they are in.

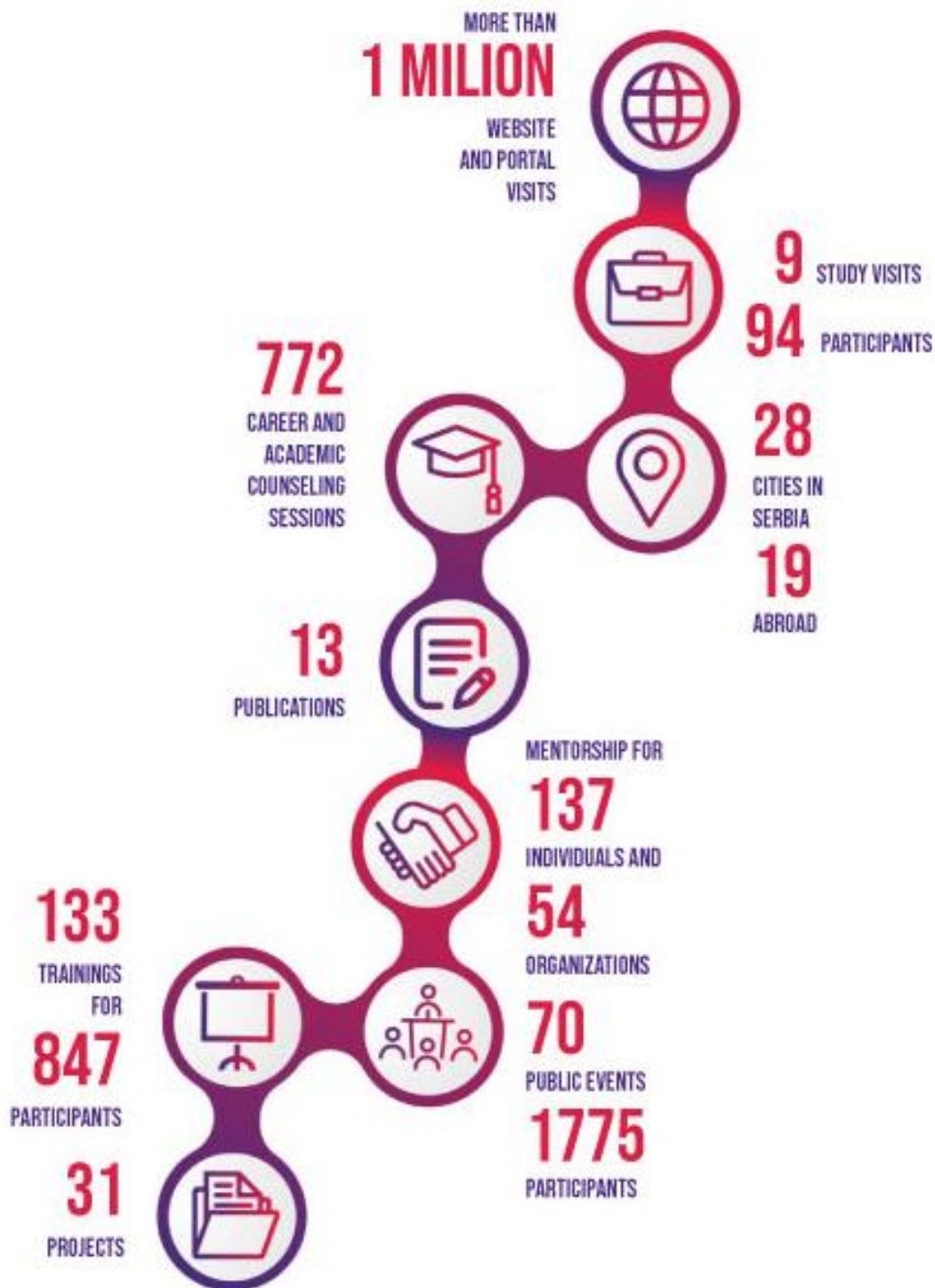
### People development

BOS is continuously investing in employee development, so during 2019 employees in Belgrade Open School participated in numerous seminars and conferences, trainings, study visits, webinars, workshops and other public events, which resulted in increasing the capacity for over 40 employees in various fields. During 2019, 7 employees of the Belgrade Open School participated in 5 study visits to research organizations in Prague, the Czech Republic (Europeum), Brussels, Belgium (Center for Euroepan Policy Studies, European Policy Center, Climate Action Network Europe) and Berlin, Germany (Agora Energiewende, RENAC - Renewables Academy).

Belgrade Open School staff participated in 10 international conferences in the areas of career guidance and counseling, youth employability, civil society development, good governance and European integration. 8 trainings were held for employees, of which at 7 trainings, the trainers were employed at the Belgrade Open School and passed on knowledge to their colleagues. BOS employees participated in 42 conferences/events that featured speakers. The total number of external trainings, events and study visits of the employees of BOS is 51.

During the previous year, 6 internal trainings were held. The trainings were held with the aim of strengthening the capacities of employees in the following areas: project and financial project management, qualitative research methods, strategic planning and other professional areas.

# BOS ACHIEVEMENTS



## PROJECTS

- *50 Ideas for Europe – New Leaders, New Opportunities*
- *Acceleration Of Labor Market Integration Of Immigrants Through Mapping Of Skills And Trainings – ALMIT*
- *BOS Podcast – Fusing Futures: Light Them Up*
- *Career Counselling*
- *Central European University - CEU*
- *Civil Society for the Advancement of Serbia's EU Accession Process (CS4EU)*
- *Civil Society Scholar Awards*
- *CONNECT! Connecting Career Counselling and Human Resource Development in Enterprises for Higher Education and Training in Practice*
- *Dialogue platform between Serbia and Kosovo in the area of environment protection*
- *Future Studies Educational Program*
- *HORECACCESS - accessibility of services in the HORECA sector*
- *Improving the framework for traineeship and internship programs*
- *In-house trainings*
- *Institutional support from the Rockefeller Brothers Fund to Energy, Climate and Environment program area*
- *Let's Talk about Negotiations*
- *Local actors for clean energy and air (LA4CEA)*
- *Mingl – Youth Portal*
- *Move.Link.Engage Conference „Fundamentals.Wanted.“*
- *Open trainings*
- *PolitiKAS Educational Program*
- *PossitiveLeisure4Youth - Leisure time as a positivist youth peer pedagogy*
- *Protected Areas for Nature and Humans Quality services for better employability of young people - KVIS to BIS*
- *Regional meeting of organisations gathered by the European Climate Foundation*
- *Regional School of Democracy: New Leaders - New Opportunities*
- *SDG 2030 Local Monitor in Serbia (SDG2030)*
- *Visible data for invisible air*
- *VIVET – Virtual Internships for Vocational Education and Training*
- *VM-Pro - Validation of Youth Mentoring Project*
- *Western Balkans Civil Society Organizations Initiative for Youth Employment Support - WEB4YES*
- *YOU4EU – Citizen Participation 2.0*
- *Youth2Business event*



HORECACCESS



In-house obuke





VALIDATION OF YOUTH MENTORING



Otvorene obuke



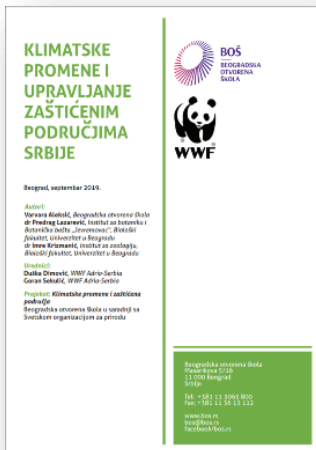
Youth2Business: "Digital=Business"



# PUBLICATIONS IN 2019



*“The role of trade unions in the process of just energy transition“, 2019*



*“Climate change and management of the protected areas“, 2019*



*“Air quality and the EU integration process of Serbia and Kosovo – CoopAIRration“, 2019*



*“Multimedia publication for young people - 50 Ideas for Europe”, 2019*



*“Train the Trainers Handbook – Serbian Language, Citizenship and Intercultural education”, 2019*



*“Energy management system in cities and municipalities in Serbia – Current state and recommendations for improvement”, 2019*

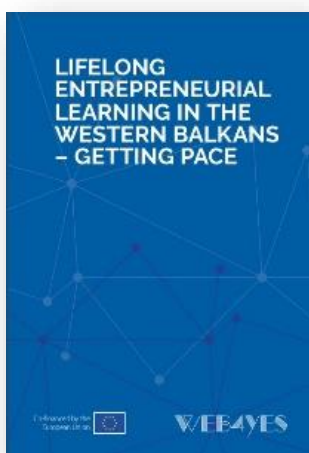




***“Enabling Environment for Youth Entrepreneurship – Key Policy Challenges in the Western Balkans“, 2019***



***“Youth Employment and Entrepreneurship – Key Policy Challenges in the Western Balkans “, 2019***



***“Lifelong Entrepreneurial Learning in the Western Balkans – Getting Pace“, 2019***



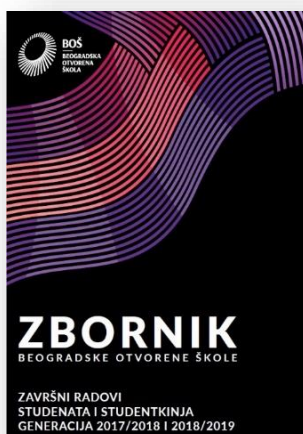
***“Sixth annual shadow report of the Coalition 27 - Chapter 27 in Serbia: Money talks“, 2019***



***”50 Questions from YOU to the EU“, 2019***



***“The Necessity of Change – Analysis of Civil Society organizations’ capacities for advocacy in Serbia“, 2019***



***“Collection of essays of the Belgrade Open School: Final papers of the generations 2017/18 & 2018/19“, 2019***

## BOS PORTALS

### LET'S TALK ABOUT NEGOTIATIONS

Online portal „Let's talk about negotiations“ was launched in 2013 within the initiative of the same name. For the last 7 years BOS aims to bring the process of the European integration closer to the citizens and to make it more understandable. BOS team continuously and timely updates the platform, using relevant information, articles, news and documents relevant to the EU accession process of Serbia, as well as the process of the European integration of the Western Balkans region, but EU enlargement in general. Portal serves as a hub where citizens can find all of the information related to the process – chapters, strategies, national plans, reports and many more documents or papers. Also, BOS team publishes monthly newsletter which covers important and current topics within the area of EU and EU integration.

This online portal became one of the most recognizable portals dealing with such topics. More than 35 000 users have visited the portal during 2019.

### MINGL

Since its beginnings, with the desire to inform young people about all issues concerning them as well and as adequately as possible, BOS created the Mingle portal in 2007. Mingle was created with the following goal in mind: to provide secondary school students with an overview of information on academic studying, scholarships, volunteering, courses, workshops, seminars and so on, based on which they can actively think about their education, professional development and career. Over the first 6 years of its existence, Mingle informed secondary school students, however, with time, it has grown along with its readers and started dealing with topics intended for young people in general. Mingle works with the Union of Secondary School Students of Serbia, portals Youth.rs and Youth Vibes, as well as with DW Academy and N1 television. The portal contains six categories: Open calls, Info, Announcements, Columns, Entertainment and Green section. Within the portal, there is also a database of higher education institutions in Serbia, as well as a special educational channel “Videopedia”, which contains short educational video clips on various topics. The portal also has a Career Counselling category, which is of great importance to the Mingle target group and aims directly to the BOS Career. The most significant category on the site is the section Columns, in which the authors' articles of Mingle editorials are published daily. The authors of the texts on Mingle are young people from all over Serbia. The content is updated on a daily basis, which you can follow by visiting the following site: [www.mingl.rs](http://www.mingl.rs).



Mingle's editorial staff currently has more than 20 members - correspondents, photographers, proofreaders and editors, who come from Belgrade, Niš, Novi Sad, Bačka Palanka, Kragujevac, Vranje, Svilajnac, Prokuplje, Brus and Kraljevo. Mingle Portal is a member and one of the founders of the Association of Online Media, the first association of its kind in the region, along with 20 other Internet portals from all parts of Serbia. During 2019, Mingle had 39 479 users, over 600 posts in all categories and a total of 81 437 visits. During 2019, Mingle was a media sponsor to 15 organizations and different cultural events. As young people spend most of their free time on social networks, Mingle also has its Instagram account with over 1 500 followers, where information is updated on a daily basis.

## BOS CAREER

The web portal BOŠ Karijera (BOS Career) is the first free online system in Serbia for support and empowerment of students of secondary schools and other users for independent and planned career management. The portal was launched in 2011, and so far the user groups include students of secondary schools, young individuals, teachers, parents and career counselors.



Statistics of BOS Career:

- 45 840 registered users;
- 30 688 completed all three tests;
- 7 292 chose their vocation;
- 5 136 chose their education;
- 2 344 has developed at least one action plan;
- 975 has both action plans;
- 4 144 users have their CV.



In 2019, process of expanding number of available tools for self-assessment on the portal started. Taking into consideration the content of instrument and its psychometry characteristics on one side, and youth needs on the other, we chose to translate and adapt Career Decision making Difficulties Questionnaire. BOS team adapted the questionnaire which implied adapting the translation of the questionnaire and designing advices for every career difficulty identified with the questionnaire. The Questionnaire is available to all users on the BOS Career portal.

Also, during 2019, dataset of universities and vocational schools was updated. Occupations dataset was upgraded with newer content and more than 200 occupations were updated. Occupation descriptions were adapted to the current situation on the labor market. 6 articles on new occupations were written and published.

## CIVIL SOCIETY TRANSFORMER



The Civil Society Transformer Platform, was developed within the project " Civil Society as a Force for a Change in the Serbia's EU Accession Process (CS4EU)". It continued to serve as a central information hub and main tool for communication between programme partners. During 2019, it has been continuously developed, improved and updated.

The Platform is the main source where programme partners upload their reports, publish news about their implemented activities and initiatives, announce their activities to other partners and civil society in general, source of all documents and materials from capacity building programmes and study visits. The goal of the platform remained the same – to ensure transparency and increase visibility of the project supported activities. It also aims to improve public awareness of both civil society in general and the process of European integration.

- The public part of the platform is open to the public, interactive and contains information that can be useful to all stakeholders - both programme partners and other civil society organizations. It contains information about the CS4EU project, Belgrade Open School and partner organizations, and there are sections that are updated on a regular basis. In the "News" section, programme partners and BOS team publish articles regarding planned and implemented activities as well as achievements within the project, as well as developments relevant to the sector. In addition to the news, a significant section is the Calendar, where the BOS team regularly collects and publishes public calls for financial support for project ideas that civil society organizations can apply for. Also, users can find on the platform addresses of institutions and organizations relevant to civil society development, as well as different documents - laws, strategies and other.
- The internal part of the platform is organized as an intranet for programme partners, who have their own profiles, through which they can communicate and exchange information with each other and BOS team. They can also contribute to updating the site by creating content that will be published on the public part. In addition, on this part of the site, users can find various materials and documents of importance for the implementation of their projects. The partners on this part of the platform report on their activities and share the planned activities in the "Calendar of activity" section, and can find training materials, answers to frequently asked questions, documents and forms relevant to the project implementation.

The total number of platform visits in 2019 was 21 403, while the number of unique visits was 16 838. More than 200 texts were published on the platform in 2019.

## EU DOJAVA

EU Dojava is another platform that BOS team regularly updates. It was also launched within the "Let's talk about negotiations initiative" and is platform's integral part. The

goal of the EU Dojava platform is to improve participation of the citizens and civil society organizations, in the legislative processes and the developing of strategic documents, regarding EU *acquis* implementation. The goal is to make the work of public authorities more transparent and to encourage civil society to participate in the decision-making processes.


 E(U) Dojava

## JAVNO ZAGOVARANJE

For 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 [www.javnozagovaranje.bos.rs](http://www.javnozagovaranje.bos.rs).



This platform is a hub for informing the public about current actualities on the project. On the site, users can get acquainted with the information about 20 partner projects, as well as with the activities carried out by BOS and consortium itself. In addition, one part of the portal was built as an intranet platform for internal communication on the project and is open only to partners.

## NETWORK OF GOOD ENERGY

The website of the Network of Good Energy was designed to be the main communication tool for all the activities of member organisations which are intended in improving the energy policy framework currently in place at the municipal level. The website provides examples of good practice in local energy sectors, presents research on the implementation of energy policy at the local level and informs the interested stakeholders. The BOS updates and maintains the website together with RES Foundation and Pokret gorana Vojvodine.



**Mreža Dobre Energije**  
Мрежа Добре Енергије

## COALITION 27



The website of the Coalition 27 was formed in order to unify the Coalition's activities in one place and thus provide better insights for the public into the work of the group. The website presents the publications that have been created during the 6 years of joint work by member organisations. These include alternative reports on Serbia's progress in the EU accession process, as well as reactions to contemporary questions and issues in the areas of environment and climate change. It provides information on each of the member organisations, their focus of work and the list of topics they address within the Coalition.

## BOS PODCAST

In 2019 BOS launched its new medium - the podcast "Fusing Futures: Light Them Up", winning an award at the USAID Balkans Media Assistance Program (BMAP) as part of the regional Media Innovation Lab "Innovation in digital content formats" competition. This podcast is aimed at young people who are cosmopolitan, visionary and interested in digital innovation, and content creators are 1 269 alumni of Belgrade Open School who live and work in different countries. The "Fusing Futures: Light them Up" podcast will be implemented through 8 audio episodes and 1 video lecture in the first half of 2020 and will bring together alumni working on technology solutions in line with the sustainable development agenda.



## PARTNERS AND DONORS

- *BOS Alumni network*
- *Bulgarian National Agency (Erasmus+)*
- *Central European University (CEU)*
- *Erasmus + program in the field of Strategic Partnerships and Youth Innovation*
- *Erasmus + Program of the Strategic Partnership for the Development of Innovation in Vocational Education and Training*
- *European Climate Foundation*
- *European Commission, Education, Audiovisual and Culture Executive Agency (EACEA), "Europe for Citizens" program*
- *European Union Programme for Employment and Social Innovation*
- *European Union through the program: Civil Society Facility and Media Programme 2016-2017 Consolidating Regional Thematic Networks of Civil Society Organisations*
- *Friedrich Ebert Foundation*
- *German Corporation for International Cooperation GmbH*
- *Institute for Democracy and Mediation, Tirana*
- *Internews*
- *Konrad Adenauer Foundation (KAS)*
- *Ministry of Youth and Sports*
- *Open Society Foundation*
- *Open Society Foundation, Serbia*
- *Rockefeller Brothers Foundation*
- *SIM Mentoring*
- *Social Inclusion and Poverty Reduction Unit*
- *Sofia University EaSI*
- *Solidar Suisse*
- *Swedish International Development Cooperation Agency (SIDA)*
- *Swiss Labour Assistance (SLA) – Office in Serbia*
- *Tempus Foundation*
- *The Youth Capital of Europe Novi Sad - OPENS*
- *United Nations Development Programme*
- *United States Agency for International Development (USAID)*
- *University of Applied Labour Studies*
- *World Wide Fund for Nature*



Co-financed by the European Union



Co-funded by the Erasmus+ Programme of the European Union



Podržano od strane Evropske unije u okviru programa „Evropa za građane i građanke“



## CLIENTS

- *Delta Holding*
- *Japan Tobacco International*
- *Direct Media*
- *Coca Cola*
- *Ernst&Young*
- *OTP Bank*
- *KPMG*
- *Seven Bridges Genomics*
- *VIP*
- *New Startegy*
- *Ovation BBDO*
- *HR Team*
- *Eurobank*
- *UniCredit Bank*
- *UNDP*
- *Kolping Society of Serbia*



JAPAN TOBACCO INTERNATIONAL



## PARTNERS AND ASSOCIATES

- *Access Info Europe*
- *Albanian National Orphans Association*
- *Health and Environment Alliance (HEAL)*
- *AllThingsTalk*
- *Association Beyond Barriers*
- *Association Mosaico*
- *Association for Democratic Prosperity ZID*
- *Association for Environmental Improvement E Group*
- *Association Leaders for Education, Activism and Development*
- *Association of Citizens “Youth Can”*
- *Austrian Young Workers Movement – ÖJAB*
- *Balkan Green Foundation*
- *Balkan Investigative Reporting Network (BIRN)*
- *Vienna Association of Education Volunteers (VAEV)*
- *Belgrade Fund for Political Excellence (BFPE)*
- *CEE Bankwatch Network*
- *European Western Balkans*
- *Center for Education and Transparency – CETRA*
- *Center for Economic Prosperity and Freedom*
- *Center for Investigative Journalism of Serbia*
- *Center for Educational and Development Initiatives “Innova Lab”*
- *Philanthropy*
- *Deli – Space for Creativness*
- *Bird Protection and Study Society of Serbia*
- *Danube University Krems*
- *DW Academy*
- *Ecology KM d.o.o*
- *Educational Center Krusevac*
- *ENECA*
- *Tijana Jurić Foundation*
- *GONG*
- *Civic Alliance for Social Inclusion*
- *Horeca Partners*
- *Institute Alternative*
- *Mental Disability Rights Initiative of Serbia (MDRI-S)*
- *Institute for Youth Development (KULT)*
- *Internet Society of Serbia (ISOC)*
- *INTERPROJECTS*
- *ISON PSYCHOMETRICA*
- *South News*
- *Office for Cooperation with Civil Society of the Republic of Serbia*
- *Kaunas University of Technology*
- *Creative and Entertaining Workshop for Youth “Urban Stream”*
- *National Youth Council of Moldova*
- *National Youth Council of Romania*
- *National Youth Council of Slovenia*
- *National Youth Council of Serbia*
- *Lawyers Association LEGAL Think*

- *LENS*
- *Düzce Local Government*
- *International Center Olof Palme*
- *Younger Citizens*
- *Young Info*
- *Crime and Corruption Reporting Network (KRIK)*
- *Climate Action Network*
- *National Association of Professionals Working with People with Disabilities (NARHU)*
- *National Coalition for Decentralization*
- *National Youth Council of Macedonia*
- *Independent Journalists' Association of Serbia*
- *Active Zone NGO*
- *Cluster Initiative NGO*
- *Novi Sad School of Journalism*
- *Novi Sad Educational Center*
- *OAED - European Education, Consultancy and Coaching Services Istanbul*
- *Committee for Human Rights Valjevo*
- *Youth Communication Center*
- *Municipality Šid*
- *Career and Youth Entrepreneurship Development Organization "Connecting"*
- *PINA*
- *PhoenixKM BVBA*
- *Podrinje Anti-Corruption Team*
- *Düzce Provincial Directorate of Education*
- *Vojvodina Environmental Movement*
- *Youth Economic Forum*
- *REDVET*
- *Renewables and Environmental Regulatory Institute (RERI)*
- *Republican Secretariat for Public Policy*
- *RES Foundation*
- *Saxion University of Applied Sciences*
- *SIM - Italian Mentoring School*
- *Social Help for Women Householders*
- *Permanent Conference of Cities and Municipalities*
- *World Organization for Nature - WWF Adria*
- *Technical School Užice*
- *TV Forum*
- *Alpha Albon Youth Association*
- *Association of Public Prosecutors and Deputy Public Prosecutors of Serbia*
- *Maria Kiri Association*
- *Association of Free Tenants and Owners of Private Buildings*
- *University of Padua*
- *University of Plovdiv "Paisii Hilendarski"*
- *Sofia University*
- *University of Applied Labor Studies*
- *Uzice Child Rights Center*
- *Vjosa Explorer*
- *Volunteer Unit Plovdiv 112*
- *Consumer protection*
- *Zgura-M Lt*



## #EDUCATIONAL PROGRAMME FUTURE STUDIES

For more than 27 years, the Belgrade Open School has been developing the future agents of social changes through its one-year academic studies for selected students of Belgrade universities. The relevance of this programme is reflected into alumni and their careers, as they occupy key positions in civil, public and business sector, locally and globally. The alumni are still involved in numerous BOS activities. The Future Studies programme is constantly improving and harmonizing with the needs and trends in education.



*Promotional campaign for Future Studies educational programme, 2019*

The programme is intended for students who are in their final year of undergraduate studies and for those who are enrolled in the master programs. The students are characterized as curious, active, ambitious, eager for knowledge and personal and professional development with a strong urge to improve their communities. Their different ideas and experiences have always been the highest value to the educational programs of the Belgrade Open School. They are contributing to special dynamic and diversity in the educational process.

The one-year multidisciplinary programme Future Studies consists of:

- Knowledge and Skills Modules:
  - Future of the State and Society;
  - Skills for the Future;
  - Classroom 4.0;
  - Looking toward Europe.
- Internship Program;
- *Alumni2Students* Mentoring Program;
- Final Project.

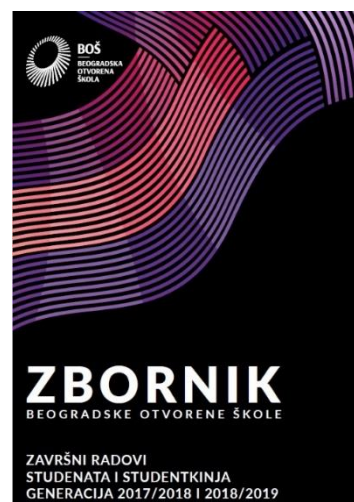
The Future Studies programme is financed by the Belgrade Open School, while the Autumn semester of the academic year 2019/20 was implemented with the support of alumni donations collected within the framework of the alumni donor party held on May 30, 2019 in Telma bar in Belgrade.

In 2019, two semesters of the educational programme were completed:

- Second semester of the academic year 2018/19 for 22 students of the 26th generation which was implemented from January 21 until May 22, 2019;
- First semester of the academic year 2019/20 for 22 students of 27th generation which was implemented from October 7 until December 25, 2019.

During 2019, 4 modules were implemented for 44 students of the Future Studies programme. During this period, 78 lectures and workshops were organized and 20 papers were written (12 academic essays, 5 policy paper proposals, and 3 case studies). A total of 44 students participated in the implementation of internship programs that, through collaboration with mentors, have acquired the knowledge and skills necessary for the labour market. The *Alumni2Students* mentoring program included 44 students.

Also, in 2019, a collection of final papers of the 25th and 26th BOS generations was published. This collection contains 20 academic essays, 14 policy briefs, and 5 case studies. The 25th generation is the first to participate in the preparation of a case study.



*Review of final papers  
published in 2019*

Generation of Future Studies programme	25th generation	26th generation
<i>Number of academic essays published</i>	8	12
<i>Number of policy papers published</i>	9	5
<i>Number of case studies published</i>	2	3
<b>Total</b>	<b>19</b>	<b>20</b>

## THE SECOND SEMESTER OF THE 26TH GENERATION OF THE FUTURE STUDIES PROGRAMME (ACADEMIC YEAR 2018/19)

Students of the 26th generation in 2019 had the opportunity to attend the lectures within the following modules:

- Classroom 4.0;
- Looking toward Europe.

### Module Classroom 4.0

The aim of the module is to introduce students to the broader social implications of the new technological revolution. The module lectures highlight the key challenges, risks and benefits that Industrial Revolution 4.0 carries for both, the individual and global society. The Classroom 4.0 lectures provide students with the opportunity to learn about the complex relationship between technology and society and readily meet professional and personal challenges stemming from this technological revolution. Students have a unique opportunity to engage with eminent lecturers on topics in the fields of architecture, new technologies, medicine, the information society and new media. This module was implemented for the first time in the spring semester for the 26th generation.

### Module Looking toward Europe

The aim of the module is to enable students to critically reflect on future developments of the European Union's (EU) development. Through a multidisciplinary approach to each of the topics covered, students are provided with an opportunity to familiarize with existing EU

development projections, to reasonably initiate and participate in debates on different scenarios of the most important practical and political processes in the EU.

*Completed teaching activities in the spring semester of the academic year 2018/19 (26th generation)*

Activity	Planned Lectures	Realized Lectures
<b>Classroom 4.0</b>	12	12
<b>Intensive module Europe</b>	7	7
<b>Looking toward Europe</b>	13	13
<b>Psychological Workshops</b>	7	7
<b>Special Lectures and Presentations</b>	2	2
<b>Policy Paper Training</b>	1	1
<b>Academic Essay Training</b>	1	1
<b>Case Study Training</b>	1	1
<b>Total</b>	<b>44</b>	<b>44</b>

Through the implementation of the Internship program, all students of the 26th generation have completed the internship program in partner organizations and institutions, from November 2018 to July 2019.

In addition to the lectures within the Modules of Skills and Knowledge, a Winter School of Teamwork was organized for 15 students of the 26th generation. The Winter School of Teamwork was held on Gucevo Mountain, from February 28 to March 3, 2019. Belgrade Open School coaches presented the importance of teamwork and roles within the team to the BOS students through workshops and interactive lectures, as well as a way to resolve conflict situations through negotiation simulations. By participating in the Winter School, the students became more acquainted and connected; thus, became the team.

Completed extracurricular activities in the second semester of 2019/20 academic year for 26th generation are:

- Social activities once a month;
- Movie marathons;
- Literary Club;
- Theater;
- Students' debate on the topic „Is it good to say what you think?“ whose keynote speakers were Marko Selic Marcelo, writer and musician, and Vladimir Medjak, Vice President of the European Movement in Serbia. The debate was conducted in cooperation with Partners for Democratic Change Serbia.

*Evaluation of spring semester in the academic year 2018/19 (26th generation)*

Module	Lecturers' average mark
<b>Classroom 4.0</b>	4,38
<b>Looking toward Europe</b>	4,62

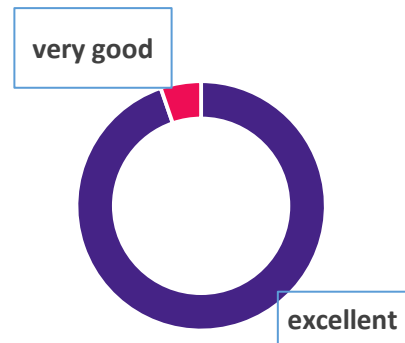


**Evaluation of the Future Studies programme (26th generation):**

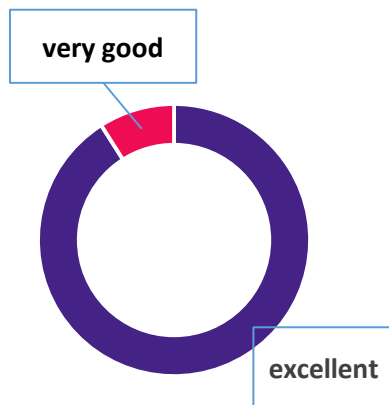
*Overall quality of the programme:*



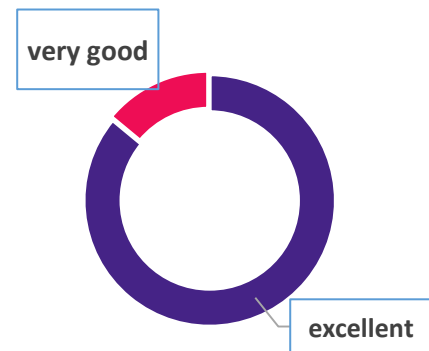
*Organization of internship program:*



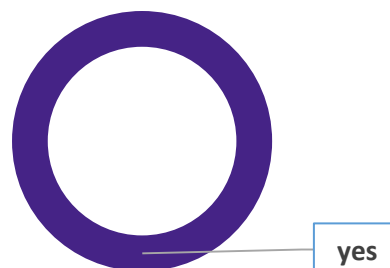
*A2S mentorship program:*



*Extracurriculum activities:*



*Would you re-enroll the programme?*



In addition to the Classroom 4.0 module, during the spring semester, another new segment was introduced at Future Studies – *Students2Students*. S2S is envisioned in the way that current-generation students prepare a lecture for other participants of the Future Studies. The main idea of S2S is to empower students in preparing and conducting high-quality interdisciplinary lectures and to stimulate peer-to-peer learning. Lecture topics can cover personal students’ interests, regardless of the roots in the academic, professional or other fields. Three S2S lectures were delivered in the spring semester: The Sociology of Mindfulness, The Future of Human Civilization, and The Impact of the Post-Genomic Era on Society.



*Students2Students*

Lecture topics can cover personal students’ interests, regardless of the roots in the academic, professional or other fields. Three S2S lectures were delivered in the spring semester: The Sociology of Mindfulness, The Future of Human Civilization, and The Impact of the Post-Genomic Era on Society.



Students of the 26th generation participated in the realization of the annual presentations of the Future Studies programme that took place from June to August 2019. Students also had the opportunity to participate in the visit of the Academy for Young Leaders in Civil Society from Sarajevo. The visit was realized in the premises of Belgrade Open School on October 1, 2019. On that occasion, 16 students and alumni of the Academy spoke with the BOS team and students about non-formal education in Bosnia and Herzegovina and Serbia, and exchanged their experiences and knowledge.



*Academy for Young Leaders in Civil Society from Sarajevo study visit, October 1, 2019*

## FIRST SEMESTER OF THE 27TH GENERATION (ACADEMIC 2019/20)

After the implementation of the promotional campaign and selection process for candidates (general test of culture, ability test, English proficiency test, personality test and interviews) between May and September 2019, 22 students of the 27th generation were selected. These students successfully completed the fall semester in the second half of 2019. The students of the 27th generation in 2019 had the opportunity to listen and participate in lectures within the following modules:

- *Future of the state and society;*
- *Skills for the future.*

### Module Future of the State and Society

This module aims at discussing the consequences of social, economic, political phenomena that have implications on the state, its position on the international scene, as well as on the individuals and their development in the context in which they are located. Through interactive lectures, students acquire knowledge on topics related to the development of the contemporary world, processes of sustainable development and climate change, relations between states, society and social activism, and critical thinking as the basis for observing the future trends.

### Module Skills for the Future

The aim of the module is to provide students with skills that will increase their employability and competitiveness in the labour market. The students will have the opportunity to further develop these skills through the internship program or later on at their first job. In addition to providing the skills that are necessary for good positioning in the labour market, this module also offers a set of soft skills, which, once they are adopted, give students the opportunity to be leaders of change in their communities.

*Realized activities in the fall semester for the 27th generation*

Activity	Planned lectures	Realized lectures
<i>Future of the State and Society</i>	12	11
<i>Skills for the Future</i>	12	12
Psychological Workshops	8	8
Special Lectures and Workshops	3	3
<b>Total</b>	<b>35</b>	<b>34</b>

The following extra-curricular activities were realized in the fall semester:

- Organized monthly gatherings;
- Movie marathon;
- Literary Club;
- Visit to the retrospective exhibition of the painter Ljuba Popovic at SASA Gallery;
- Students' debate „Does the Public Have the Right to Know Everything?“ with Vesna Radojevic, a KRIK journalist, and Djordje Pavicevic, an Assistant Professor at the Faculty of Political Sciences, as the keynote speakers. The debate was realized in cooperation with Partners for Democratic Change Serbia.

During the fall semester, the 27th generation of students started the *Alumni2Students* mentoring programme. Out of 22 mentors participating in this year mentoring programme, 12 of them are taking the role of the mentor for the first time. The introductory workshop was held on December 17, 2019. Mentoring couples will organize eight mentoring sessions until August of 2020.



*Does the Public Have the Right to Know Everything? student debate, November 14, 2019*

*Evaluation of fall semester in the academic*

Module	Lecturers' average mark
<i>Future of the State and Society</i>	4,43
<i>Skills for the Future</i>	4,74

*year 2019/20 (27th generation).*

During the fall semester, students of 27th generation had an opportunity to participate in the implementation of two Belgrade Open School activities – the first one was related to the celebration of the International Interns' Day (November 15) and the second event was Youth2Business event within the fifth multi-congress Serbian Visions (November 23). This year the title of the Youth2Business event was "Digital=Business?," and the speakers were a freelancer and representatives of Seven Bridges Genomics, Ernst & Young, and Accelerator Lab of UNDP Serbia.



*7th Youth2Business event , "Digital=Business?"*

In the fall semester, special lectures that attracted the most attention from students and alumni alike were "Perspectives and Challenges: New Belt and Road Initiatives" by Katarina Zakic of the Institute of International Politics and Economics (November 29, 2019), and "Half a Century after Woodstock: The Event and the Effects" by Petar Peca Popovic, a rock critic and publicist (December 10, 2019).

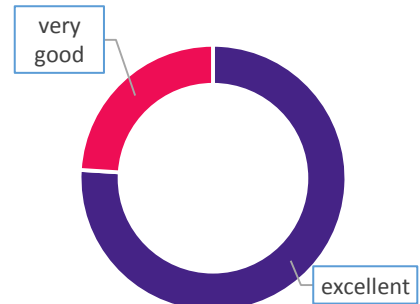
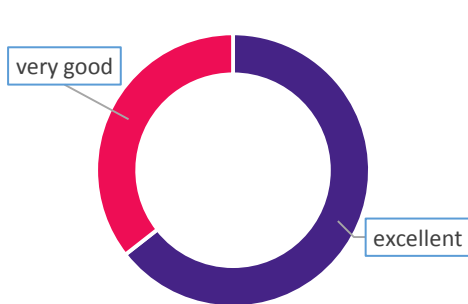


*"Half a Century after Woodstock: The Event and the Effects" by Petar Peca Popovic, December 10, 2019*

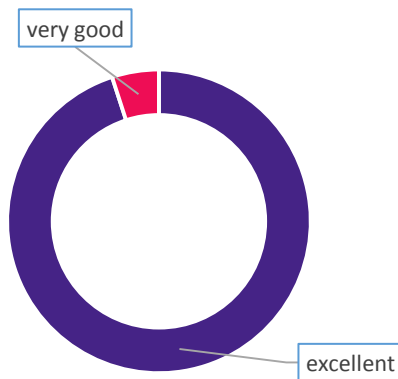
**Evaluation of fall semester in the academic year 2019/20 (27th generation)**

*Fulfilled expectations of Future Studies Programme:*

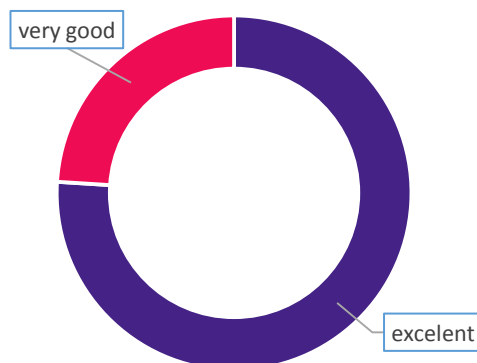
*Timely information delivery by the BOS team:*



*Commitment of the team to the students' needs and programme implementation:*



*General organization of the fall semester in the academic year 2019/20:*



## Certificate Awarding Ceremony for Students of the 26th Generation

Certificate awarding ceremony for students of the 26th generation was organized on September 12, 2019, as a part of the 5th Regional Conference Move.Link.Engage. On this occasion, 22 students of the 26th generation have joined the Alumni Network of the Belgrade Open School and the network now has 1 269 alumni.



*Certificate awarding ceremony for students of the 26th generation,  
September 12, 2019*

## Internship Programme

During 2019, the cooperation with partner institutions and organizations from the previous academic year continued. In addition to it, in 2019 ten new partnerships were made. Students had an opportunity to do an internship in the following organizations, including the Belgrade Open School:

- A11 – Initiative for Economic and Social Rights
- Association KROKODIL
- Asylum Protection Center
- Black Box Agency
- British Council
- Center for Advanced Economic Studies (CEVES)
- Center for Social Policy
- Centre for Education Policy
- Commissioner for Information of Public Importance and Personal Data Protection
- Commissioner for the Protection of Equality
- Da se zna
- Ernst & Young Serbia
- European Western Balkans
- Heinrich Böll Foundation
- Institute for Byzantine Studies, Serbian Academy of Sciences and Arts
- Institute of Economic Sciences
- Institute of European Studies
- International and Security Affairs Centre (ISAC Fund)
- KidHub
- Konrad Adenauer Foundation
- Liceulice
- NewStrategy
- Nova iskra

- Olaf&McAteer Agency
- OTP bank
- Ovation BBDO Agency
- Pausal
- Portal Mladi
- Protector of Citizens (Ombudsman of Serbia)
- Razlivalište
- StartIT
- The Social Inclusion and Poverty Reduction Unit (SIPRU), The Government of the Republic of Serbia
- Vidovic Law Firm
- Vreme Magazine

## Talking about the Future with the Youth

In 2019, Jelena Sapic, a coordinator of the Future Studies, was a panellist at Dialogue Café organized to celebrate the International Youth Day. The theme of International Youth Day, Transformation of Education, has focused on the efforts to make education inclusive and accessible to all young people. In line with the Goal 4 of the 2030 Agenda for Sustainable Development (ensure inclusive and equitable quality education and promote lifelong learning opportunities for all), participants of the Dialogue Café organized by the United Nations Association of Serbia and the Belgrade City Youth Office discussed the opportunities and challenges in transforming education for the 21st century.

Also, Jelena Sapic took part in an eco-summer camp for innovation and IT entrepreneurship called “I have an idea”, organized by BOS partner KidHub. On that occasion, she gave a presentation “Jobs 4.0” and discussed the future of jobs and skills.

## Belgrade Open School Alumni Network

Following the achievements in 2018, the team of the Belgrade Open School in charge of relations with members of the BOS Alumni Network continued with the realization of a series of activities focused on promoting interconnection, cooperation and knowledge exchange among its members, development of cooperation with relevant actors in society, improvement of the community in which they work, and overall support to the mission of the Belgrade Open School. Moreover, throughout 2019, they took part in carrying out the Future Studies programme. Their roles included but not limited to being donors, lecturers, members of the Advisory Board, and mentors within the *Alumni2Students* mentorship program. The BOS Alumni Network account for 1 269 members who all successfully completed BOS main one-year multidisciplinary non-formal educational programme.

## Alumni Board

The Alumni Board is a separate body within the BOS Alumni Network, which consists of elected representatives of all generations and programs of the Belgrade Open School. The Alumni Board meets on a monthly basis and, in cooperation with the BOS team working on alumni relations and elected president of the BOS Alumni Network, equally contributes to the strategic and program development of BOS Alumni Network.

The Alumni Board met 5 times in 2019, and it consisted of 32 representatives of all generations and programs of the main one-year multidisciplinary program of non-formal education of the Belgrade Open School. It organized the second donors party, 4 Tulumni (alumni’s gatherings), 3 Alumni Talks and first BOS Delicate Monday. Furthermore, it has started working on the first BOS audio podcast “Fusing Futures: Light them Up”.





## Alumni Donor Party

Alumni of 25 BOS generations gathered on May 30, 2019 in Belgrade to support the implementation of the main one-year multidisciplinary program of non-formal education of the Belgrade Open School through the second donor party. In total, 100 alumni donations were carried out by which they contributed to the financial sustainability of the program and its further development. Thanks to these funds, more than 30 lectures and workshops were organized, representing over 60% of the total lecture fund.



*BOS Alumni Donor Party, May 20, 2019, Belgrade*

## 26th generation of the BOS students

The BOS Alumni Network has admitted 22 new members, students of the 26th generation who successfully. Thus, the total number of BOS alumni members is 1 269 members.

### Activities:

- 5 Alumni Board meetings were held
- The second alumni donor party was held
- 4 Tulumni, alumni's gatherings, were held
- 3 AlumniTalks were organized
- The first BOS Delicate Monday was held
- BOS audio podcast "Fusing Futures: Light them Up" was launched

### Results:

- Financial support for the Future Study programme secured
- Financial support for the BOS audio podcast "Fusing Futures: Light them Up" acquired
- Improved internal and intergenerational connection between BOS alumni

## Contributions to the Achievement of the BOS First Strategic Goal

The implementation of the educational programme Future Studies contributes to the development of human resources of young people. Through it, BOS establishes leaders in different areas, ready to change and improve themselves and their communities. The results of BOS's programs are best illustrated by the fact that the BOS Alumni Network consists of over 1 200 outstanding individuals who are in important positions in all sectors in society. This network is dedicated and involved in many BOS activities, in particular in the development and implementation of the Future Studies programme.

## #EDUCATIONAL PROGRAMME POLITIKAS

Belgrade Open School and Konrad Adenauer Foundation (KAS) are organizing a two-semester educational programme "PolitiKAS" for selected young leaders in order to improve the political life of Serbia. In 2019, the 11th generation of students was enrolled, and until now more than 200 participants were successfully empowered through the programme. The donor on this project is the Konrad Adenauer Foundation. The educational programme "PolitiKAS" is intended for young people from Serbia, representatives of political parties and activists of civil society organizations who represent values of center-right and moderate right ideologies in their work. The aim of the programme is to provide additional knowledge in the field of contemporary political theory and practice that will contribute to the improvement of their political engagement, as well as to encourage networking and cooperation between them, which is important for successful representation of the ideas and values of their organizations.

The program is based on:

- Basic concepts of domestic and foreign policy, democratic political institutions and ideas, economic and social policy and European integration processes;
- The development of teamwork trainees, academic essay writing, presentation and public speaking skills, as well as related skills;
- Strengthening a network of young leaders from political parties and civil society organizations who represent the values and ideas of the right- center and the moderate right.

The "PolitiKAS" programme have four modules:

- Politics I;
- Politics II;
- Economic and Social Politics;
- European Integration.

### Module Politics I

The aim of the module is to inform participants about the meaning of politics, political order and political culture and their various social, cultural, historical and other manifestations. In addition, special attention is paid to discussing the values on which the modern democratic community rests.

### Module Economic and Social Politics

The aim of the module is to inform participants about the meaning of economic and social policies and the basic problems that Serbia is facing in these areas. Special attention is paid to the values of the right-center in the economic and social sphere, as well as the concept of a social market economy.

### Module Politics II

This module is about the role of nations and national states in modern European and Balkan history, decentralized forms of organization of political communities and international relations in the modern era, with emphasis on Serbia and the Balkans, as well as civil and minority rights and mechanisms for their protection.

## Module European Integration

The aim of the module is to provide participants with the knowledge about the institutional and legal order of the European Union, practical ways to policy and decision making and about the most important aspects of the process of joining Serbia to the European Union. Considerable attention is paid to the issues of European identity and the development of a European idea in political thought.

In 2019, two semesters were completed in the educational programme:

- Second semester of the academic year 2018/19 for 24 participants of the 10<sup>th</sup> generation;
- First semester of the academic year 2019/20 for 19 participants of the 11<sup>th</sup> generation.

The spring semester for the 10<sup>th</sup> generation lasted from February 19 to April 23, 2019. In the spring semester, 20 lectures were held within two modules: Politics II and Economic and Social Policy for 24 students of the 10<sup>th</sup> generation. The fall semester in the educational program for the 11<sup>th</sup> generation lasted from September 24 to November 26, 2019. In the fall semester, 20 lectures were held within two modules (Policy I and Economic and Social Policy) for 19 students. During 2019, over the course of the spring and fall semesters, students have completed more than 80 essays on given topics. The preparation of the essays was mentored by module leaders in both semesters, who evaluated the essays according to a pre-established standard.

## Certificates Awarding Ceremony for the students of the 10<sup>th</sup> generation

Students of the 10<sup>th</sup> generation are representatives of political organizations, most of the right center, but also of those coming from other organizations: Serbian Progressive Party (16 participants), Movement for the Restoration of the Kingdom of Serbia (2 participants), National Avant-garde (2 participants), New Party (1 attendee), Enough is Enough (1 attendee), Youth Association (2 attendees). The program was attended by 24 participants aged 20 to 35 years. On May 20, 2019 participants of the 10<sup>th</sup> generation of the educational programme "PolitiKAS" were awarded with the certificates for successfully completed programme. For that occasion, a debate was held between Professor Vladimir Pavicevic and MP Vladimir Orlic, selected as the best lecturers of the program by the votes of the students, and a special lecture entitled *Reflections on Serbian Contemporary Parliamentarism* was held.

## Enrollment of the 11<sup>th</sup> generation

Right-center political parties and moderate right-wingers and activists from civil society organizations have forwarded the KAS competition for 11<sup>th</sup> generation enrollment. The selection committee selected 19 participants for 11<sup>th</sup> generation, taking into account the quality of application, gender and territorial equality, as well as the party representation of the participants. The selection process is based on the application form (CV and two recommendations) and interviews. Before the beginning of the programme PolitikaS, the School of Teamwork for the 11<sup>th</sup> generation of participants was held in Brokovic. The School of Teamwork attended 15 participants. The participants had the opportunity to learn with the trainers of the Belgrade Open School about communication and coordination within the team, internal team conflicts and team roles. In addition, they also attended lectures and workshops regarding academic writing. Together with the trainers of the Belgrade Open School on this teamwork school trainers of the Eduardo Frei Foundation were engaged on building of the skills and knowledge of the 11<sup>th</sup> generation of participants.

## Contribution to the strategic goal:

The realization of the educational programme "PolitikaS" contributes to the achievement of the first strategic goal of BOS, which refers to the contribution to the development of human resources of individuals, representatives of political parties. Educating representatives of political parties in Serbia strengthens the network of young leaders from political parties and civil society organizations representing the values and ideas of the right-center and moderate right.

## #KNOWLEDGE AND SKILLS TRAINING

Belgrade Open School develops through the training of knowledge and skills in human resources of individuals from different sectors and areas, so that users can contribute to the development of the environments in which they live and work through the empowerment of their potentials and networking. Knowledge and skills training includes three types of training: skills training, public policy development training (writing policy proposals and advocacy) and education for democracy.

In the area of education for democracy, Belgrade Open School is working to strengthen the capacities of individuals with the aim of raising the awareness, skills and knowledge of young people, primarily from the Western Balkan countries, to participate actively and constructively in democratic processes. During more than two decades of working to educate individuals to participate in democratic processes and to understand democracy, Belgrade Open School has organized over 70 trainings, seminars and programs, attended by about 2 000 participants.

Since 2006, within the Education for Democracy program, Belgrade Open School, with the support of the Konrad Adenauer Foundation and the Eduardo Frei Foundation, has been organizing a Regional School of Democracy for political party representatives called New Leaders - New Opportunities.

### XIII REGIONAL SCHOOL OF DEMOCRACY NEW LEADERS – NEW OPPORTUNITIES

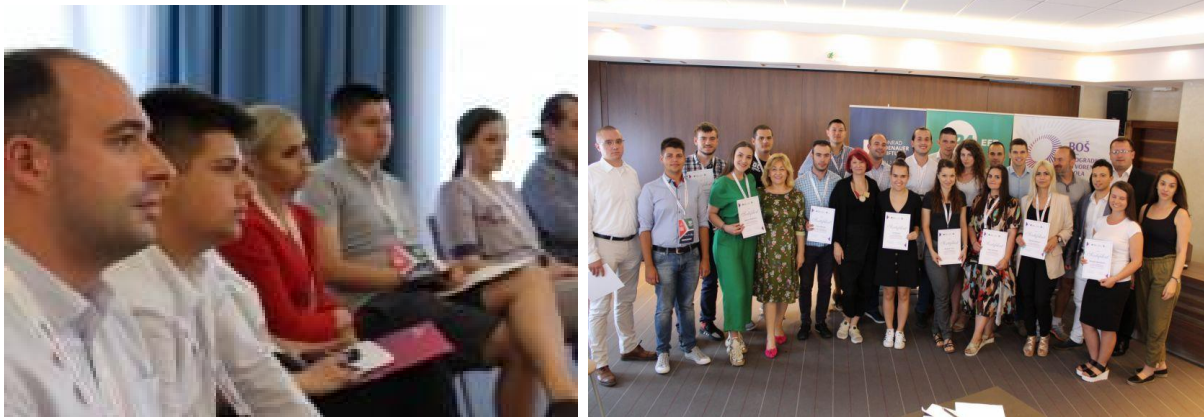
During the course of 2019, from July 13 to July 26, 13th Regional School of Democracy New Leaders - New Opportunities was held in Silver Lake, bringing together 21 students, representatives of young political parties from Macedonia, Montenegro, Bosnia and Herzegovina, Croatia and Serbia, as well as the Konrad Adenauer Foundation scholars and members of non-governmental organizations. The purpose of the program is to provide young leaders of relevant political parties with additional political knowledge and develop social skills in order to enhance their daily political work in relevant parties, and to motivate and enable them to enhance regional political cooperation, which is of great importance in the ongoing process of European integration.

Through a series of interactive lectures and workshops, students learned how to create a team, what the values that make one team successful are and how to resolve conflicts within the team. In addition to these topics, some of the issues addressed by the students were Serbia and the region, politics and political systems, the process of European integration and others. Lectures that were most talked about were the lectures delivered by Stefan Surlic from the Faculty of Political Science, as well as Vladimir Pavicevic and Milan Sitarski in front of Belgrade Open School.



Guest speakers from the Democratic Christian Party (CDA) from the Netherlands, with the participants, had the opportunity to discuss the recent European elections, as well as the theory of corruption and integrity. Ms. Marieke Mol delivered a training on the Theory of Corruption and Integrity, and during this training the participants were introduced to the concept and importance of the concept of integrity when it comes to acting in the world of politics. Mrs. Hege Knaven-van Dijke gave an interactive lecture on the topic of the European elections, presented the political system of the Netherlands, outlined the important features of this system and made comparisons with different political ideologies.

On the last day, the participants discussed with the General Director of Belgrade Open School Vesna Djukic the processes of decision making, active listening and consensus through simulation of the process of forming post-election coalitions.



*New Leaders, New Opportunities, July 22-26, Silver lake*

## #ACADEMIC COUNSELING

The mission of the Academic Counseling Program is to inform all interested parties about the possibilities of studying abroad, as well as to administrate scholarship programs, with the aim of contributing to the human resources development and to reforms of higher education in Serbia through the increased mobility of young people.



*Pre-departure session for students attending  
CEU in 2019/20*

### **Achievements:**

- In total 12 students from Serbia received financial support to continue their studies at Central European University in the academic year 2019/2020
- A group academic counselling was organized for 7 students who were interested in pursuing their studies at CEU
- Belgrade Open School's team participated in two educational fairs during which more than 250 students were informed about possibilities of studying at CEU
- A pre-departure session was organized for students who have attended CEU in the academic year 2019/2020. In total, 10 student and 12 CEU alumni attended the session
- A CEU promotional campaign was launched on Facebook and Instagram that reached more than 400 000 users of these social media networks
- A CSSA promotional campaign was launched on Facebook that reached more than 80 000 users of this social media
- More than 15 individual consultations were held with students interested to continue the studies at Central European University
- More than 20 individual meetings and online consultations were held with young professionals in the process of applying for Civil Society Scholar Awards
- Three public presentations of the CEU scholarship program was held, attended by 26 students

## CENTRAL EUROPEAN UNIVERSITY

In 2019, BOS, in cooperation with the CEU, assisted in the administration of a scholarship for 12 students from Serbia who got admitted for their MA/PhD studies in the academic year 2019/2020. During this period, BOS announced and conducted a campaign to promote the open call for bachelor, master and doctoral studies at the Central European University for the academic year 2020/21.



*CEU promotional material*

### Activities:

- A group academic counseling was organized for 7 students who were interested in pursuing their studies at CEU, held on January 16, 2019
- A pre-departure session was organized for students who have attended CEU in the academic year 2019/2020 on July 10, 2019. In total, 10 student and 12 CEU alumni attended the session
- Participation at Study.Abroad.Fair in Belgrade (October 26, 2019) and in Novi Sad (October 27, 2019) that were visited by more than 2 000 students. More than 250 students were informed about possibilities of studying at CEU
- Participation at Access Master (November 27, 2019) and MBA (November 28, 2019) in Belgrade and dissemination of CEU promotional materials
- Three public presentation of the CEU studies organized for interested students in university centers in Serbia – Kragujevac (December 13, 2019), Belgrade (December 17, 2019), Novi Pazar (December 20, 2019)
- More than 15 individual consultations were held with students interested to continue the studies at Central European University

## SCHOLARSHIP PROGRAMS AND STRENGTHENING ALUMNI NETWORK OF THE OPEN SOCIETY FOUNDATIONS

Belgrade Open School continued to support young professionals who were interested in acquiring new knowledge and skills at universities abroad. Thus, it promoted open call for Civil Society Scholar Awards of the Open Society Foundations (OSF) was active between January and March 2019. The BOS team conducted more than 20 individual meetings and online consultations were held with interested parties in the process of applying for Civil Society Scholar Awards.



*Promotional material for OSSA Scholar Awards in 2019*



### **Contribution to the achievement of the BOS first strategic goal**

Through the implementation of the above mentioned activities in the field of academic counselling, BOS contributes to improving the capacity of interested students and young professionals to develop knowledge and skills through academic training at prestigious universities and research institutes abroad. In addition, the BOS actively monitors the development of higher education policies in Serbia, as well as at the European level, seeking to foster the exchange of educational resources and the mobility of young people. Likewise, BOS recognizes the social capital of the CEU and OSF alumni network in Serbia.

## #CAREER COUNSELING

The goal of career counseling is to empower individuals in making informed and satisfying decisions related to their career development – by choosing suitable education pathways, occupation, study programs, etc. The service of online career counseling is available through the web portal BOS Career at all times for all individuals who are having difficulties regarding management of their careers.

Online career services in 2019 were provided by psychologists and an andragogist who have been additionally trained to provide career information and online career counseling services.



BOS Career Interface,  
[karijera.bos.rs](http://karijera.bos.rs)

### Achievements:

- Through online career counseling and informing individuals through the BOS Career portal ([karijera.bos.rs](http://karijera.bos.rs)) 191 individual career online consultations have been carried out
- 253 675 visitors to the BOS Career website portal received information regarding education, occupation, CV writing and career management, while the number of page views was 677 820
- The total number of registered members until now is 45 840

## #STUDY VISITS

### CIVIL SOCIETY AS A FORCE FOR A CHANGE IN THE SERBIA'S EU ACCESSION PROCESS (CS4EU)

BOS have organized two study visits to institutions, civil society organizations and the media in Warsaw and Stockholm for 34 representatives of partner organizations. The visits were organized from 25-29 March and 10-14 June 2019. During these study visits, participants had the opportunity to take part in more than 30 group and individual meetings with representatives of national and European institutions, as well as relevant organizations and media, working in areas relevant to programme partners.



*Study visit to the institutions and organizations in Warsaw, March 25-29, 2019*

### VM-PRO - SELF-ASSESSMENT SYSTEM FOR VALIDATION OF YOUTH MENTORING



*Study visit to the para-Olympics team of athletes in Florence, Italy, November 2019*

In September 2019, the BOS project team participated in the 5th meeting and study visit to Iper, Belgium. Parallel to the meeting, the first study visit for teachers who were mentors in the project took place. Participants had the opportunity to visit several organizations and companies that implement mentoring schemes in different ways, as well as to get acquainted with some of the models of active inclusion of people with disabilities in the world of work with mentoring support. A total of 12 mentors, two of them

from Serbia, participated in the study visit to Belgium. On the last day of the visit, a workshop was held on "Validation of informal experience from mentoring programs for students / young people with disabilities and their mentors at EU level".

The final project activities took place in Florence from November 6-8, 2019. The final meeting of the project consortium focused on summarizing the results and arrangements regarding the final donor reporting. At the same time, there was a second three-day study visit for mentors focused on the use of sports in mentoring young people with disabilities. The final event of the project was the conference "A New Mentoring Validation System that Contributes to Preventing Displacement of Young People with Disabilities from the Education and Labor Markets".

## WEB4YES - WESTERN BALKAN CIVIL SOCIETY ORGANISATIONS FOR YOUTH EMPLOYMENT SUPPORT

In addition to funding, capacity building for supported CSOs was organized through a two-day advanced capacity improvement training and a five-day study visit to Sweden and Denmark. Advanced training was organized September 5-7, 2019 in Belgrade, for 18 representatives of organizations that received financial support with the aim of strengthening their capacities. The aim of the visit was to strengthen the capacities of 29 consortium representatives, representatives of organizations that received financial support, as well as relevant stakeholders, through the introduction of mechanisms and good practice examples in Sweden and Denmark regarding youth employability policies.



*Study visit to Denmark and Sweden, November 7-11, 2019,  
Copenhagen and Malmö*



## #RESEARCH ACTIVITIES

Belgrade Open School is involved in research, proposal of public policies and their improvement in the process of European integration in the fields of good governance, career guidance and counseling, harmonizing the education system and labour market, energy, climate and environment. Belgrade Open School uses research results as the support for its activities, and advocacy activities of partner organizations.

Our goal is to find solutions through our research work, for improvement of public policies which are based on quality, reliable and innovative research and provide the basis for a sustainable and responsible process of policy-making and decision-making.

Through its research, Belgrade Open School also monitors the implementation and provides solutions for improvement of public policies, taking into consideration their objectives and implementation framework. Through our research activities, we connect the actors in the public policy network (those who seek change, those who make decisions and those who are affected by the change), to provide extensive argumentation and different solutions to problems based on a social agreement, which further represents the base for public policy designs and decision-making processes.

### TRANSFORMATION INDEX BTI 2020 - CASE SERBIA

Belgrade Open School was invited for the second time by Bertelsmann Stiftung to make a public policy analysis related to the index of transformation in Serbia, regarding its most important policies, using their methodology. Successfully conducted research was presented in the form of public policy analysis, which directly contributed to achieving the second strategic goal of Belgrade Open School, in the segment related to its research activities.

### ANALYSIS OF CIVIL SOCIETY ORGANIZATION'S CAPACITIES FOR ADVOCACY IN SERBIA

Starting from the fact that there is a lot of data about the necessity of improving the capacity of civil society organizations for advocacy in Serbia, and the lack of information about which aspects of their work should be improved, the main goal of this research was to determine the current capacities of civil society organizations for advocacy. Also, through the research, civil society organizations representatives' perspectives on the difficulties that they face in their advocacy activities and their necessities for training and support were examined in detail.

The research was conducted through mixed-method research. For achieving the objectives of the research, survey, semi-structured interviews and the analysis of public policies related to civil society organizations advocacy activities (desk-analysis) were used. Around 200 organizations of civil society, which have had at least one advocacy activity in the past 5 years were involved in the survey. Moreover, 10 semi-structured interviews with the representatives of civil society organizations of varying experience in advocacy and involvement in training in this field were conducted.

The research results can be used for planning the content of training and materials in the field of advocacy of the representatives of civil society organizations, to respond to those organizations necessities extensively. The results were presented in the research report "The necessity of change – analysis of civil society organizations' capacities for advocacy in Serbia"

## THE ROLE OF CIVIL AND BUSINESS SECTOR IN THE PROCESS OF SERBIAN ACCESSION TO THE EUROPEAN UNION AND THE PERSPECTIVES OF COLLABORATION

The research was conducted to identify the main mechanisms/modalities of the current involvement of civil and business sector in Serbia in the process of accession negotiation, as well as the accomplished cooperation in this field. The research was conducted through the analysis of the documents using the previously determined framework. Based on collected data on the existing platforms, initiatives, and civil and business sector collaboration in the process of Serbian accession to the European Union conclusions and recommendations regarding the improvement and further development of collaboration and contributions of these two sectors were made.

## #ENERGY, CLIMATE, ENVIRONMENT

The Belgrade Open School contributes to the responsible environmental policy based on civic participation in the decision-making process and the partnership between civil society and public institutions.

Our aims include a preserved environment and improved public health and quality of life, which we strive to achieve through the successful implementation of EU acquis and standards in the field of environment protection, improvement and preservation, low-carbon economy and the integration of environmental policy into other sectoral policies.

During 2019, the BOS team working in the Energy, Climate and Environment Programme Area organised 6 workshops, 3 training courses and 2 conferences and round tables with more than 260 participants. Members of the BOS team appeared 8 times in the media and published 5 editions of the Newsletter "Energy, Climate and Environment" and 5 publications. Furthermore, the BOS team members participated in more than 30 public events, 4 international conferences and 3 working groups engaged in drafting public policies. The BOS team members also took part in 1 research study visit and one professional development programme, as well as 2 training courses and 6 internal capacity-building workshops. Lastly, the members of the BOS team participated in designing public policies and instruments of public policy in the areas of environmental protection, energy sector and climate change.

### Research:

- Research on the inclusion of climate change in the plans for managing the protected areas in Serbia
- Research on the role of the trade unions in the process of just energy transition
- Research of the public policies on air quality and the process of European integrations of Serbia and Kosovo
- Analysis of the responsibilities of local municipalities in implementing the Sustainable Development Goals number 6, 7, 11, 12, 13 and 1

## LOCAL ACTORS FOR CLEAN ENERGY AND AIR

The project "Local actors for clean energy and air" was conducted by the Belgrade Open School and supported by the European Climate Foundation. The project lasted for one year. It began on October 1, 2018 and finished on the September 30, 2019. The objective of the project was to design public policies which allow for a just transition towards clean energy and air in the regions reliant on the industry of coal.



*Air quality sensor*

The focus of the project was on the city of Belgrade - especially its municipality of Lazarevac and the Kolubara Mining Basin,

where Serbia's most significant mine is located. The project addresses the process of just energy transition through the work with two groups of stakeholders: by increasing the capacities of local communities in advocating for the clean air, as well as for exploring the roles which the representatives of trade unions can have in the just energy transition.

Last year, the project resulted in establishing the first network for civil monitoring of air quality in Serbia. The acquired air quality sensors, assembled and installed through this project were



designed in accordance with the sensors used by the luftdaten.info, the Europe's largest platform for the civil measurement of air quality. In total, 20 sensors were installed in the municipality of Lazarevac and several other municipalities located in the central parts of Belgrade. The results collected by these measuring stations are available on the luftdaten.info platform.

The project included workshops and training courses, designed to increase the capacities of its participants in keeping up with the new public policies in the area of air quality as well as in advocacy in this policy area. In addition, a manual on monitoring of air quality was developed for citizens. Research on the role of trade unions in the process of just energy transition also led to designing two summarized practical policy proposals and organising one seminar.

#### Activities:

- Development of a network for civic air quality measurement in Belgrade with 20 participants
- 5 workshops and training courses for 60 participants
- Development of a manual for monitoring air quality data
- Research on the roles of trade unions in the process of just energy transition

#### Results:

- 20 citizens of Lazarevac and several other municipalities located in the central parts of Belgrade are monitoring air quality as part of Europe's largest civilian air quality measurement platform
- Two summarized practical policy proposals on the role of trade unions in the process of just energy transition were designed
- 60 participants in workshops and training were familiarized with public policies in the field of air quality, trained to monitor air quality and participate in advocating for cleaner air
- Advocacy plan for cleaner air in Belgrade was developed
- Manual for monitoring air quality data was made

The activities in this project were carried out in the following cities and municipalities in Serbia: Belgrade, Lazarevac and Sremski Karlovci.

The project "Local actors for clean energy and air" in 2019 contributed to the achievement of the second strategic goal of the Belgrade Open School by improving public policies, improving knowledge and capacity building of local communities and trade unions in the fields of air quality and just energy transition, and supporting the participation in developing public policies through the development of an advocacy plan. Through the capacity building of local communities and unions, the project also contributed to the third strategic goal of the BOS.

The work of the Belgrade Open School on the topic of air quality and just energy transition will be continued through the project "Local Clean Energy and Air Act 2".

## LOCAL ACTORS FOR CLEAN ENERGY AND AIR 2

The project “Local actors for clean energy and air 2” is being conducted by the Belgrade Open School with support of the European Climate Foundation. The project will last for one year. It began on October 1, 2019 and will be completed on September 30, 2020. The project is a continuation of the previous project, with a long term focus on developing public policies which would allow for a just transition towards cleaner energy and air in the regions reliant on the industry of coal.

The first component of the project encompasses advocating for clear air in collaboration with citizens through the implementation of advocacy activities for clean air in Belgrade and the expansion of the network for the civil monitoring of air quality in another city/municipality. The second component concerns advocating for local sustainable development in Serbia through the design of a study on local sustainable development in the municipality of Lazarevac and a broad consultation process with decision-makers and relevant stakeholders. All project activities will be implemented during the year 2020.

## REGIONAL MEETING OF ORGANISATIONS GATHERED BY THE EUROPEAN CLIMATE FOUNDATION

The Belgrade Open School hosted a Regional meeting of organisations which are part of the Bankwatch network, with support of the European Climate Foundation on March 6-7, 2019. The entire project lasted for two months, from February 18 until April 17, 2019.

The European Climate Foundation and Bankwatch Network brings together the organisations that monitor the developments of the energy sectors in the Western Balkans and advocate for the transformation of the energy sector in the Western Balkans towards renewable sources of energy.

The goal of the meeting was to inform the members of these organisations and activists about new developments relevant to their work. Also, they were enabled to present their achievements so far and to collectively discuss the further courses of action.

### Activities:

- Organising a regional meeting for 33 participants. The tasks included: finding a meeting space, booking the accommodation, preparing the work materials and service information for participants

### Results:

- 33 participants of the regional meeting, gathered in the network of organisations by the European Climate Foundation and Bankwatch network have presented the results and agreed for the courses of action in the next 6 months.

The activities of this project took place in Belgrade.

The organisation of a regional meeting of organisations gathered by the European Climate Foundation and the Bankwatch Network in 2019, has contributed to the achievement of the second strategic goal of the Belgrade Open School, the improvement of public policies. This was achieved by giving support to the organisations in order for them to collaborate and act together towards improving regional energy and environmental protection policies, as well as harmonizing the regional energy sectors to the standards of the European Union and the Energy Community.

## INSTITUTIONAL SUPPORT FROM THE ROCKEFELLER BROTHERS FUND TO ENERGY, CLIMATE AND ENVIRONMENT PROGRAM AREA



The program of institutional support from the Rockefeller Brothers Fund to the Energy, Climate and Environment program area of Belgrade Open School includes the support for a range of its activities, aimed at achieving the following goals: decarbonisation and decentralization of the energy sector, development of local communities resilient to the effects of climate change, achieving efficient and reliable supply of energy which does not endanger humans or the environment, the implementation of EU standards at the national and local level in the areas of

energy, environmental protection and fight against climate change, data availability and public participation in decision-making processes, accessibility of data and involvement of public in the decision-making processes. The project lasts for two years, from March 28, 2019 until March 28, 2021.

As part of the institutional support received from the Rockefeller Foundation, the Belgrade Open School team was in 2019 primarily active in the processes of public discussions on relevant strategic and legal acts, informing the public about the latest developments in the areas of climate change, environmental protection and the climate change, as well as in monitoring the progress made by Serbia in the EU integration process, through the development of a monthly newsletter “Energy, Climate and Environment”, and supporting the activities of Coalition 27 in monitoring Serbia's progress in adopting and implementing the *acquis communautaire* covered under the Chapter 27 of EU negotiations process.

## PROTECTED AREAS FOR NATURE AND HUMANS

The Belgrade Open School has implemented the project “Protected Areas for Nature and Humans” during the period with the support of the World Wide Fund for Nature. The project has lasted from April 10, 2019 until the September 16, 2019. The goal of the project was to increase the resilience to climate change of protected natural areas in Serbia. The activities undertaken in order to protect the biodiversity and to improve the current status of protected areas include the measures of adaptation to climate change, mitigation of its adverse effects as well as monitoring and updating the plans for managing the protected natural areas

### Activities:

- Development of a methodology for analysing the existing management plans for adaptation to climate change and mitigation of its adverse effects
- Analysis of the existing management plans for climate change mitigation and adaptation
- Identification of species and habitats vulnerable to climate change
- Formulation of recommendations for improving the resilience of protected natural areas to climate change

## Results:

- Developed methodology and a conducted analysis of the existing management plans for adaptation to climate change and mitigation of its adverse effects, which can be applied to other protected areas in Serbia
- Involvement of stakeholders (managers, experts in the fields of biology, climatology, forestry, law and political science, representatives of the academia and the civil sector) and establishment of a multidisciplinary group which will become the basis for future activities
- Recommendations for aligning the strategic and legal framework on management of the protected natural areas with a focus on four areas of operation: Education, Legislation, Active measures and Research and monitoring



In order to determine the extent in which the climate change is integrated into the plans and program documents for managing the protected natural areas in Serbia, a methodology for analysing the contemporary managing plans for ten protected natural areas in Serbia was designed. Based on this methodology, an analysis of existing management plans has been carried out in relation to climate change mitigation and adaptation measures. In order to identify the species and

habitats, vulnerable to climate change and make the recommendations for improving the resilience of the protected natural areas to climate change, a workshop attended by 15 experts in the field of biology was held on Friday, July 5, 2019.

In order to make recommendations, two experts in the fields of plant and animal species were hired on the project. Through their joint analysis of all project activities, as well as their individual analysis, they have contributed to identifying the species and habitats that are vulnerable to climate change and made the recommendations for improving the resilience of protected natural areas to climate change. Further recommendations on improving the resilience of protected areas to climate change have been developed in collaboration with managers of the protected natural areas. This meeting was held on September 10, 2019.

The activities of this project were carried out in Belgrade.

The implementation of this project has contributed to the achievement of the second strategic goal of the BOS, the improvement of public policies. This was primarily done by improving the practices of good governance through the development of recommendations for improving the management of protected natural areas.

## VISIBLE DATA FOR INVISIBLE AIR

The project “Visible data for invisible air” was implemented by the Belgrade Open School in collaboration with Internet Society of Serbia and IoT company AllThingsTalk and supported by the United Nations Development Programme. The project lasted from the 15th of June 2019, until the 31st of January 2020. The goal of this initiative was to engage the citizens in the process of collecting and publishing the data on air quality in Belgrade.



*Citizen science workshop in Belgrade, October 6, 2019*

The project resulted in establishing the network for civil measurement of air quality, with 29 participants who volunteered to take part in the initiative. The participants also attended the workshops for assembling the measuring devices using which the concentration of pollutants is now monitored.

The collected data is shared on a common platform in a machine-readable format and is available for anyone to see. The network of partners in the field of open data on air quality was established through the series of three thematic meetings and a final event where the

results of the project were presented in front of donors, representatives of the local IT community, representatives of the public sector, civil society, business sector, media and interested citizens.

### Activities:

- Establishment of a network for civil measurement of air quality through procurement of monitoring sensors used for measuring air quality, selection of 20 participants from the IT sector, organisation of 2 workshops, installation of sensors and their registration on an online platform where the data is going to be collected and presented. The technical support was also given to the civil network during the project
- A platform for publishing the data on air quality was developed and updated through the IoT platform, developed by the partners in the AllThingsTalk. Also, the data was visualized for the website of aerospace.com
- A network of partners in the field of open data on air quality was established through the course of 3 events that brought together the interested IT community and meetings with representatives of the business sector interested in participating in the initiative

### Results:

- Network for civil measurement of air quality was established with 29 participants. Their involvement in the process enhanced their knowledge concerning air quality as well as their direct participation in the topic
- A developed platform for collecting and publishing real-time air quality data in an open, machine-readable format
- A multisectoral network of partners was formed through the organisation of three thematically formulated meetings (meetups) and a final event presenting the results of the project with participation of donors, representatives of the local IT community, representatives of the public sector, civil society, business sector, media and interested public

The activities of this project were carried out in Belgrade.

The implementation of the project “Visible data for invisible air” contributed to the achievement of the second strategic goal of the Belgrade Open School: the improvement of public policies. This was achieved by gathering relevant stakeholders, initiating the dialogue on air quality, introducing representatives of the domestic IT community to the legislative, strategic and public policy frameworks in the field of air quality, thus creating an opportunity for better participation of interested public in the creation and supervision of public policies in the field of air quality.

## SDG 2030 LOCAL MONITOR IN SERBIA

The Belgrade Open School is implementing the project SDG 2030 Local Monitor in Serbia supported by the German International Cooperation Organisation. The project started on the 1st of July 2019 and will last for one year. This projects will support the implementation and monitoring of the achievements of the United Nations Sustainable Development Goals in Serbia by developing a methodology for monitoring the implementation of the Sustainable Development Goals 6, 7, 11, 12, 13 and 15 at the local level in Serbia. Through this project, the Belgrade Open School will seek to produce a tool that will help, first of all, local municipalities, as well as civil society organisations, citizens and other stakeholders interested in monitoring the progress made in the implementation of the 2030 Agenda at the municipal level. In addition, the devised methodology could be used as a tool by the municipal governments in developing local development plans.



### The following project activities were carried out in 2019:

- Hiring a consultant to manage the process of drafting the methodology as well as to lead the team of expert researchers
- Defining the responsibilities of local municipalities in implementing the Sustainable Development Goals, based on the analysis of the strategic and normative frameworks which are in place at both the national and local level
- Workshop for the team of expert researchers on the local planning system and the analysis of public policy documents and regulations
- Defining indicators for monitoring the implementation of the Sustainable Development Goals 6, 7, 11, 12, 13 and 15 at the local level in Serbia

In the second half of the project, two more groups of activities will be implemented during 2020. This includes finishing the work on the methodology and the promotion of the final results.

The implementation of this project contributes to the second strategic goal through the development of tools for monitoring the implementation as well as the development of public policies in the field of sustainable development.

## DIALOGUE PLATFORM BETWEEN SERBIA AND KOSOVO IN THE AREA OF ENVIRONMENT PROTECTION

The project "Dialogue platform between Serbia and Kosovo in the area of environment protection" is a continuation of the cooperation between Belgrade Open School and the Friedrich Ebert Foundation, which aims to support the dialogue between civil society organisations from Serbia and Kosovo on environmental issues. The project lasted from March 9, 2019 until December 5, 2019. In the focus of the dialogue was air quality, as it is a pressing issue that equally threatens the health of citizens across the region.



The project included joint research on the quality of air in Serbia and Kosovo, drafting public policy analysis and organising a final event, in the form of a round table. On that occasion, the final results were presented and discussed.

### Activities:

- Research on the quality of air in Serbia and Kosovo
- Public policy analysis
- Organising a round table as the closing event for presenting the research results

### Results:

- Analysed public policies on the topic of air quality and the process of European integration of Serbia and Kosovo
- 15 representatives of civil society organisations and activists familiar with the results of the research were included in the dialogue on recommendations for improving the air quality

Activities under this project were implemented in Belgrade and Pristina.

The implementation of this project contributed to the second strategic goal of the BOS, through the analysis of public policies and the support for dialogue between the relevant stakeholders on air quality.

## #EUROPEAN INTEGRATIONS

Belgrade Open School (BOS) improves public policies in Serbia's accession to the European Union (EU) through strengthening the dialogue, building partnerships and educating social change leaders in order to adopt and implement European standards and values. Also, the BOS encourages an argumentative and open dialogue on European integration, seeking to inform and educate citizens on their rights and obligations and to ensure a satisfactory and level of public participation in policy making and implementation. In addition, the BOS contributes to the involvement of local communities in Serbia's EU accession and advocates for a transparent and accountable attitude of public authorities in this regard.

During 2019, one phase of the project "Let's talk about negotiations" was completed and another one started, and numerous activities were implemented within the project "YOU4EU - Citizen participation 2.0".

### LET'S TALK ABOUT NEGOTIATIONS

"Let's talk about negotiations", Open Society Foundation, Serbia, from 1 July 2018 to 30 June 2019, and from 1 July 2019 to 30 June 2020.

"Let's talk about negotiations" project enhanced the involvement of civil society organizations in the process of the implementation of regulations within the harmonization of national legislation with the EU *acquis*. It improved communication between public authorities and CSOs at all levels of government. During 2019, interests of local communities were supported and represented in the process of Serbia's EU accession process.

The objective of the project is to contribute to the Europeanisation of Serbia, based on transparency, accountability of public authorities, dialogue with civil society, participation and partnership in the adoption and implementation of European standards and values.

Project was consisted of the three main aspects:

- *Improving transparency, inclusiveness and accountability of public authorities in the process of Serbia's EU integration process*

The BOS team used the third NPAA (*National programme for adoption of the acquis*) review to conduct an analysis of two very important segments of the EU *acquis* implementation process as a key condition for Serbia's EU membership:

- Analysis of the legislative activity of the National Assembly of the Republic of Serbia, during the autumn and spring session from September 2018 to June 2019 in the context of Serbia's EU accession. It was researched if public hearing had been organized for all of the laws implemented in Serbia's legal system during this period;
- Conclusion on activities of the National Assembly in the process of harmonization of national legislation with EU *acquis*.

During 2019, the BOS have conducted a series of meetings with representatives of the working groups of the EU Convent – particularly the monitoring groups for the Chapter 19 (Social Policy and Employment) and 27 (Environment). BOS have participated and still is actively participating in the work of the working group for the Chapter 19 and is using this



platform to share information on transposition dynamics, employment challenges and other challenges.

Two meetings were organized with representatives of Eastern Serbia Initiative – one regarding BOS's contribution to the European Commission's report on Serbia's EU integration progress, and another one aimed for the information exchange and contribution to the alternative progress report on Chapter 27, organized by Coalition 27.

Furthermore, BOS was actively participating in consultative meetings organized by the European Commission in September and October 2019 in order to prepare an annual report on Serbia's progress in the European integration process.

- *Improving the communication of CSOs and public authorities regarding the implementation and promotion of EU standards*

Three local teams from Kragujevac, Krusevac and Pozega have developed three analysis based on their experience in applying specific regulations and parts of the EU *acquis* on local community level.

Topics of those analysis were: measures for employment, career development and youth employment and mobility. Following the publication of analysis, five consultative workshops was held.

Within this aspect of the project, a Discussion Forum was organized. Participants were representatives of 30 civil society organizations that have already cooperated with the BOS on the implementation of projects dealing with EU related topics.

Also, within the scope of the project, BOS team was dealing with the Chapter 35. Consultative workshop and dialogue were organized and participants had the opportunity to exchange views and stances on the negotiating framework of Chapter 35 and Belgrade-Pristina dialogue.

- *Informing the public on the EU negotiation process of Serbia*

BOS team has continued to develop the web portal "Let's talk about negotiations" and it's content. Users can find different types of content, such as reviews, analysis, interviews, current news and many more sources of information to help them understand the Serbia's EU accession process.

During 2019, the portal had 32 114 visits.

As part of this initiative, during the year 2019, 10 monthly, electronic newsletters "Let's talk about negotiations" were published. These newsletters mainly targeted current topics related to Serbia's EU accession process and one issue was devoted to Chapter 35. The newsletter consists of various columns, analysis, opinions, personal views, interviews, etc. It also focuses on monitoring the European integration process, not just at national but also at EU level. Through newsletter projects, initiatives and platforms that contribute to EU accession process were presented and promoted.

The newsletter was sent to more than 2 000 e-mails every month of the 2019 and is suitable for sharing on social networks.

## YOU4EU – CITIZEN PARTICIPATION 2.0

In September 2018, the Belgrade Open School started the implementation of the international project "YOU4EU - Citizen Participation 2.0" with the support of the European Union within the Europe for Citizens program. The project is being implemented in partnership with the organizations from Slovenia (PiNA), Croatia (Gong), Montenegro (Institute Alternative) and Spain (Access Info Europe), and lasts until February 2020.

The goal of "YOU4EU - Citizen Participation 2.0" project is to engage citizens in the process of development and implementation of public policies that should ensure the establishment of an inclusive political and social system, and contribute to social development. The focus of the project is the empowerment of citizens as active bearers of social change by strengthening their awareness of the possibilities of engaging in decision-making processes and by improving citizens' awareness of the results and challenges in the implementation of public policies.

At the beginning of 2019, the second phase of social media campaign (Facebook, Twitter and Instagram) was organized in all project partnering countries with the aim of gathering citizens' questions for national and EU decision-makers. Citizens in Serbia had the opportunity to ask relevant stakeholders everything they were interested in regarding personal data protection, transparency of spending public funds and the process of Serbia's EU accession. About 100 citizens evaluated specific public policies at this stage of the campaign, pointed out key problems, and suggested possible solutions.

After the campaign was completed, questionnaires with the most common citizens' questions were prepared and forwarded to state decision-makers and other important stakeholders (civil society organizations and scholars). Out of a total of 65 questionnaires sent, we received responses from 34 institutions, while at the level of the Project consortium, the ratio is as follows: 647 questionnaires sent and 181 questionnaires replied.

The key challenges and problems at local, national and EU level highlighted by the citizens in the campaign, together with the decision-makers' answers, are presented in the publication "50 Questions from YOU to the EU".

The second set of activities on this project included the organization of the contest for the new best digital solution that encourages civic activism and enables better communication between citizens and decision-makers. The "Citizen Participation 2.0" contest organized by BOS and its project partners ran from May 13 to June 23. About 40 teams, individuals, civil society organizations from 12 countries (Albania, Bosnia and Herzegovina, Montenegro, Croatia, Italy, Kosovo\*, Portugal, Northern Macedonia, Slovakia, Slovenia, Serbia, Spain) participated in the Contest.

After 3 international conferences which were organized by partners in Croatia (September 27, 2019), Slovenia (October 22, 2019) and Montenegro (November 14, 2019), BOS prepared the final conference "Citizen participation matters - changes we need" in Belgrade December 12, 2019. About 50 participants had the opportunity to discuss the mechanisms of citizen participation in decision-making processes and the importance of civic activism and informal civic initiatives



*International Conference in Belgrade,  
December 12, 2019*

The Best Solution Award of € 2 000 was awarded to CIECODE from Spain for the idea of *Personal Political Analyst*, conceived as a voice assistant to monitor the implementation of

electoral promises by political parties at local, national and EU levels. In addition to the winner, top 5 solutions were selected: Pin'em and Izbori se (Croatia), Parliament 2030 (Spain), Easy local budget (Serbia), Fix my city (Montenegro). CIECODE, the winners of the competition, used € 2 000 prize to complete the development of the application in 2019.

### Activities:

#### Project activities in 2019

- The second phase of the campaign on social networks was organized and citizens' questions were raised for decision-makers in Serbia and the European Union, 15-31 January 2019
- Based on the questions raised in the campaign, questionnaires were prepared and sent to state institutions, civil society organizations and scholars, February - March 2019
- Collected questions in the campaign and the answers to the questionnaires were analyzed, and the publication "50 Questions from YOU to the EU" was prepared, April - July 2019
- Preparation and implementation of the "Citizen Participation 2.0" Contest for a new digital solution that encourages civic activism and enables better communication between citizens and decision makers, May 13 - June 23, 2019
- Support in organizing 3 international conferences in Croatia (September 27, 2019), Slovenia (October 22, 2019) and Montenegro (November 14, 2019), attended by representatives of BOS
- Organization of an international conference in Belgrade, December 12, 2019 attended by about 50 participants

### Results:

#### Results achieved under the project in 2019:

- The publication "50 Questions from YOU to the EU", which provides an overview of important political, economic and social issues at local, national and EU level, was produced. The publication was prepared on the basis of questions from around 300 citizens (138 citizens from Serbia) collected during the campaign on social networks and responses from 181 institutions, civil society organizations and representatives of the academic community (34 from Serbia)
- The "Citizen Participation 2.0" Contest for the best digital solution that fosters civic activism was organized and around 40 teams from 12 countries participated in it.
- The development of the "Personal Political Analyst" application, a winning digital solution in the "Citizen Participation 2.0" Contest, was supported. The application will assist citizens in better monitoring of the implementation of the election promises of political parties
- An international conference was organized in Belgrade in December 2019 and attended by about 50 participants

The "YOU4EU - Citizen Participation 2.0" project has contributed to better connecting citizens, as well as citizens and decision-makers, in the process of development and implementation of public policies. Thanks to the project activities, citizens had the opportunity to become better informed about key challenges in the area of public policies, European standards, as well as about the ways on how to get involved in decision-making processes.

## #YOUTH POLICIES

Since its establishment, the core target group and pillar of all BOS activities have been young people. BOS offers educational programmes and services, which empower young people to become an active member of their societies and agents of social change. In addition to this, BOS actively works on advocacy for continuous support and an institutional framework, which allows young people to become economically independent and active citizens, who are able to improve their employability.

In line with this strategy, in 2019 BOS continued to advocate for a better position of young people in Serbia. Through systematic support for young people based on their needs, the long-term goal is to ensure youth participation in all aspects of social and political life and improve their living conditions.

Through the first youth portal - Mingle, created in 2007, BOS has continued to work on youth information, fostering youth authorship and promoting youth policy. Mingle is one of the founders and members of the Association of Online Media in Serbia, the first association of its kind in the region, together with 20 other online portals.

### Achievements:

During 2019, the following achievements were realized within the program area of Youth Policy:

- More than 500 young people from 10 countries of the Danube Region have created more than 300 innovative and creative ideas within the competition "50 Ideas for Europe"
- The creative hub "Make Europe Better for Youth" was held for 70 young people from 10 countries of the Danube region for two days
- An online multimedia publication for young people has been created "50 Ideas for Europe"
- Two trainings were held for 10 young journalists, lasting two days
- Editorial staff of the portal for youth Mingle (20 correspondents from all over Serbia) has had more than 600 posts, 39 479 users and 81 437 visits

During 2019, BOS implemented the "50 Ideas for Europe - New Leaders, New Opportunities" project within the Youth Policy area, organized competition for more than 500 young people from 10 countries of the Danube Region with more than 300 innovative and creative ideas, as well as creative hub, in which more than 70 young people from 10 countries of the Danube region participated and through the youth portal Mingle over 600 posts were created with a total of 39 479 users and 81 437 visits.

## 50 IDEAS FOR EUROPE – NEW LEADERS, NEW OPPORTUNITIES

In 2019, Belgrade Open School realized the second year of the "50 Ideas for Europe - New Leaders, New Opportunities" project supported by the European Youth Capital of 2019 – OPENS. This Project is implemented by the Belgrade Open School and nine partner organizations from the Danube region.

- Austria - Vienna Association of Educational Volunteers;
- Bosnia and Herzegovina - Youth Communication Center;
- Montenegro - Association for Democratic Prosperity - Zid;
- Slovenia - National Youth Council;
- Slovakia - Young info;
- Romania - National Youth Council;
- Moldova - National Youth Council;
- Croatia - Youth Association Alfa Albona and
- Czech Republic - Young Citizens.

The project contributes to the active participation of young people in the design and implementation of innovative ideas that bring together the countries of Europe in practice to solve problems affecting young people. Through the activities of this project, the integration of youth and student organizations, informal groups and young leaders in process of problem-solving in Europe's youth policies is promoted, and young people are promoted as initiators and creators of positive change in communities across Europe. Through project activities BOS and partner organizations promotes and advocates selected 50 ideas in 10 countries of the Danube Region that address youth issues.

Within the second project year, two mainly project activities were held - competition for young people "50 Ideas for Europe" as well as the preparation and realization of the creative hub "Make Europe Better for Youth" in June. A key activity in 2019 was the Hub, where young people from across Europe presented their proposals for better Europe, problems facing local communities across Danube Region or innovative campaigns that further target young people.

### Activities:

- More than 500 young people from 10 countries of the Danube region participated in the competition "50 Ideas For Europe" through more than 300 submitted ideas - local initiatives, educational and advocacy campaigns concerning young people
- Creative Hub "Make Europe Better for Youth", for 70 young people from 10 countries of the Danube Region, Novi Sad, June 26-28, 2019

### Results:

- By bringing together representatives of youth organizations from 10 countries of the Danube Region in Novi Sad, as part of the creative hub, through the exchange of experience and practice the integration of youth organizations in problem-solving in youth policies at European level was promoted
- Gathering the creators of 50 award-winning ideas for Europe, presenting and shaping ideas in broader campaigns through exchanging experiences and practices, young leaders from the Danube region were promoted and youth policy issues at European level were addressed
- Young people have been recognized as the creators of concrete solutions to the problems facing contemporary Europe through the participation of 70 young people from 10 countries of the Danube Region who have presented their ideas, while the

visibility of topics related to youth has been improved through more than 40 media pieces in 10 states on selected ideas during the Hub itself; while the city of Novi Sad is recognized as the focal point of the Danube region with the potential to host such an event

The "50 Ideas for Europe - New Leaders, New Opportunity" project create additional space for dialogue and cooperation among young people through its project activities, contributing to the implementation of European standards and values in addressing youth issues, in particular by contributing to the active participation of young people in the design and implementation of an innovative ideas. This project contributed to Youth Policy in the segment of the promotion of youth as motivators and creators of positive changes in communities across Europe, as well as the improvement of international cooperation and the further connecting youth organizations in the region.

## #IMPROVEMENT OF EMPLOYABILITY

The mission of Belgrade Open School in the program area of Improvement of Employability is to support individuals in their development of 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 global labor market, common economic and social crisis, we believe that it is important to affect the development of career management skills, lifelong learning and as smooth a transition as possible from education onto the labor market (or vice versa when the career development demands it).

The Belgrade Open School has, starting from 2003, been encouraging the individual's continuous development, lifelong learning and overall economic development of our society by contributing to the establishment of the career guidance and counseling system and by strengthening the connection between education and the labor market.

BOS goals in this program area are:

- Further development and quality improvement of the career guidance and counseling system;
- Building the capacities of all participants in the career guidance and counseling process;
- Conceptualization, creation and promotion of innovative career development models;
- Supporting education reforms which will enable acquiring competencies that are in accordance with the needs of the labor market;
- Promotion of the concept of quality traineeships;
- More effective employment and economic growth.

During 2019, BOS implemented 9 projects within the program area for improving employability.

Third National Forum for youth employment was organized in which 54 representatives of ministries in charge of education and youth, as well as representatives of the National Employment Service, employers' associations, trade unions, business sector representatives, research organizations and civil society organizations engaged in the topic of youth employment, took part. Proposals for the normative changes in the regimes of internships were discussed, with the goal of changing an article in the Labor Law.

Short policy proposals were made: Lifelong Entrepreneurial Learning in the Western Balkans – Getting Pace, Enabling Environment for Youth Entrepreneurship – Key Policy Challenges in the Western Balkans and Youth Employment and Entrepreneurship – Key Policy Challenges in the Western Balkans (4 in 1).

## QUALITY CAREER GUIDANCE AND COUNSELLING SERVICES FOR BETTER YOUTH EMPLOYABILITY - KVIS ON BIS

The project “Quality career guidance and counselling services for better youth employability” is being realized for four consecutive years within the initiative “KViS na BIS” which aims to improve the quality and effectiveness of career guidance and counseling services of young people. In 2019, BOS team contributed to improvement of legal and institutional framework for implementation of career guidance and counselling policy; to raising awareness of relevant actors on the importance of quality career guidance and counseling services; to capacity building of secondary schools for providing services of career guidance for young people and to empowerment of young people for development of career management skills and making decisions on their professional development and career planning.



*School-teams Fair for Career Guidance and Counseling, May 27, 2019, Belgrade*

The project was implemented with the support of Solidar Suisse – Office in Serbia. The project activities were carried out from March 4, 2019 until November 4, 2019.

### Activities:

- Support provided for creating the bylaw of the Law on Dual Education which regulates the career guidance and counselling in schools which have dual education programmes
- Conducting training courses for teachers of secondary schools: a general training course on career guidance and counselling for secondary schools in dual education system and an advanced training course for career guidance and counselling of young people from vulnerable groups
- Organization of workshops for students in secondary schools that took part in training courses
- Organization of public events for promotion of the importance of quality career guidance and counselling services in secondary schools and online promotional campaign
- Online career counselling of young people

### Results:

- Proposals for further development of career guidance and counselling system were made, which were adopted on the Council for National Qualifications Framework in Serbia
- Implementation plan of Standards for career guidance and counselling services was adopted on the Council for National Qualifications Framework
- Raised capacities of 20 secondary schools and 40 teachers through two training courses on career guidance and counselling
- 20 High schools delivered plans and career guidance and counselling programs and reports on implemented activities and received a feedback on their quality
- High school-teams Fair for career guidance and counselling was held
- Panel discussion on youth employment was held



- Through 22 workshops, contributed to development of career management skills of 481 secondary school pupils
- 58 young people from sensitive groups were included in the activities of career guidance and counselling
- Informed more than 190 teachers across Serbia about the importance of career guidance and counselling in accordance with the quality standards
- 159 young people were empowered through online counselling to independently plan their career

The project contributed to the second strategic goal through interventions in the area of educational policies: via participation in the working group for Council of National Qualifications Framework as well as through continual advocacy for improvement of lifelong learning policies by improvement of sustainability and quality of career guidance and counselling system. Through this project we contributed to the raising awareness of policy makers but also general public on importance of career guidance and counselling on personal development.



*Training "A Step Further towards Quality Services of Career Guidance and Counseling in High Schools, September 19-20, Belgrade*

Moreover, the project contributed to human resources development of young people who received online career services as well of young people who participated in the workshops for development of career management skills organized in secondary schools.

On the High school-teams Fair for KViS awarded schools got financial support in the amount of 20 000 dinars, while the second-placed school cash prize in the amount of 10 000 dinars, intended for improving services of career guidance.

Activities were realized in the following cities: Belgrade, Novi Sad, Svilajnac, Tutin, Lebane, Becej, Bac, Stara Pazova, Secanj, Bor, Knic, Velika Plana, Paracin, Mionica, Smederevska Palanka i Trstenik.

## **POSSITIVELEISURE4YOUTH - LEISURE TIME AS A POSITIVIST YOUTH PEER PEDAGOGY**

The main objective of the project is to establish an inclusive youth community by consolidating their leisure time as a positivist youth peer pedagogy towards well-being, reduction of educational dropout, and stable mental health. The project is supported through the program Erasmus+. Project activities are carried out in the period from September 1, 2017 to August 31, 2019. In 2019, smartphone application was made for inclusive recreational activities and activities for leisure, and through two training courses knowledge and skills of 26 representatives of youth organizations were improved and for youth for organizing inclusive activities for quality leisure. Materials created throughout this project were intended for quality leisure time for youth, through which they develop needed skills for the labor market. In this way, apart from its support to implementation of youth policy, this project contributes to implementation of public policies in the area of improvement of employability.

## ALMIT - ACCELERATION OF LABOR MARKET INTEGRATION OF IMMIGRANTS THROUGH MAPPING OF SKILLS AND TRAININGS

Belgrade Open School within the program area for improving employability deals with the faster integration of migrants into the labor market through skills mapping and training, through the implementation of the ALMIT project, which aims to find ways to facilitate integration of migrants into the labor market, during the project, it will be designed and piloted more training and training in the field of Serbian language, civic education and intercultural learning.

### Activities:

- A meeting of the National Advisory Board consisting of representatives of institutions directly and indirectly dealing with the issue of the position of migrants in Serbia
- Project partner meetings
- Meetings with decision-makers
- Creation of trainer manuals and worksheets for training participants, which will be used during the piloting process of Serbian language courses and civil and intercultural education sessions
- Realization of language courses
- Realization of citizenship and intercultural sessions
- Workshops on mapping the skills wanted on the labor market
- Dissemination of results and further work plans on the project

### Results:

- Educational activities were realized in asylum centers in Tutin and Bogovađa, as well as in reception center Sid where more than 250 participants passed
- Workshops for mapping of skills were realized where more than 50 participants passed through
- Train the Trainers Handbook was created
- Participation in the first meeting of partners organized in Sofia, Bulgaria
- Two meetings of the National Advisory Board were carried out, where representatives of the Ministry of Labor, Employment, Veterans' Affairs and Social Affairs (key decision-makers and contact point for EASI program in Serbia), Tempus foundation, National Employment Agency, Andragogy Society of Serbia, Network of Psychosocial Innovations, Faculty of Philosophy and SKGO
- Second partners meeting in Belgrade was held
- Meeting with representatives of the Commissariat for Refugees of the Republic of Serbia
- Three events with the aim of awareness raising in the local communities in Tutin, Mionica and Sid were held



*Event "Meet Burundi and Congo", December 17, 2019, Mionica*

The project contributes to the achievement of the second strategic goal of BOS through the creation of tools for finding faster ways to integrate migrants and refugees who have a legal residence permit into the labor market through discovering their skills, empowering them to enter the labor market and harmonizing and linking their skills with the needs of the local labor market. The project is being implemented in Belgrade, Sid and Tutin.

## **CONNECT! - CONNECTING CAREER COUNSELLING AND HUMAN RESOURCE DEVELOPMENT IN ENTERPRISES FOR HIGHER EDUCATION AND TRAINING IN PRACTICE**

Belgrade Open School in partnership with the University of Applied Labor Studies from Germany (Hochschule der Bundesagentur für Arbeit) (Germany), University in Padova (Italy), Danube University Krems (Austria), Saxion University of Applied Sciences (Netherlands), ISON PSYCHOMETRICA (Greece) and Kaunas University of Technology (Lithuania) is implementing a project "CONNECT! - Connecting Career Counselling and Human Resource Development in Enterprises for Higher Education and Training in Practice". Activities on the project are being implemented in the period from September 1, 2019 until August 31, 2022 - a project supported through the Erasmus+ program.

CONNECT! Project connects knowledges acquired through research in the area of career guidance and counseling and development of human resources. Based on the desk research and qualitative research, courses based on groundbreaking and innovative findings will be developed in the area of career guidance and counseling and development of human resources.

In 2019, first partners meeting was held in Germany, on November 5-6, where the additional steps were arranged.

First project activity will be research of literature, media and other resources of promising practices and needs in the field of career guidance and counseling for employed in companies. This research will be carried out in all partner countries on the project, and it will be coordinated by the Belgrade Open School.

## IMPROVING THE FRAMEWORK FOR TRAINEESHIP AND INTERNSHIP PROGRAMS

In 2019, Belgrade Open School with the support of Social Inclusion and Poverty Reduction Unit of the Government of the Republic of Serbia continued its work on the improvement of framework for traineeship and internship programs as a mechanism for improvement of youth employability. Project was realized in the period from the December 20, 2018 until November 10, 2019.



*International Internship Day, November 15, 2019, Belgrade*

During the project Belgrade Open School conducted advocacy activities for implementation of clear and functional framework for organizing internship programs. In cooperation with the expert for labor law, prof. Dr. Mario Reljanovic, a “Proposal for Normative Changes in the Regimes of Internships” was made. During October, on the initiative of Belgrade Open School individual consultative meetings were held with the representatives of trade unions, Ministry of Labor, Employment, Veterans’ and Social Affairs, American Chamber of Commerce in Serbia,

representatives of program “Education to Employment”, Employers Association of Serbia and representatives of Ministry of Education, Science and Technological Development, where proposals for normative changes in the labor law were presented and discussed. Proposals were discussed on the meeting of a work group for making of the National Action Plan for Employment for 2020.

On these meetings, a unified conclusion was that the today’s youth is confronted with the series of obstacles when trying to find a job. Therefore, some constructive solutions were made to improve this situation and reduce youth unemployment through changes in the Labor Law. Main conclusion was that, through mentorship and monitoring learning goals, was necessary to secure a quality internship.

Within National Forum for Youth Employment on November 15, 2019 in Belgrade, an International Interns Day was marked. On the event, “Proposal for Normative Changes in the Regimes of Internship Programs” was presented, after which a constructive discussion began with the goal of finding the best solution which is adequate for all relevant participants in this process.

During the year, a promotional campaign was realized, and the main landmark of this year’s campaign was a #unicorn, with the goal of sending a message that quality internship is reshaping youth and making them special and unique on the labor market. In that way they are contributing to the development of their environment. Within this campaign a great number of materials, including video materials, infographics and informative articles were published.

### Activities:

- Consultative and working meetings with interested parties in the field of internships
- Creation and advocacy of practical policy recommendations for improvement of the legal framework for the conduct of quality internships
- Marking of an International Interns’ Day
- Public events and a promotional campaign for the promotion of quality internships

## Results:

- Document “Proposal of Normative Changes in the Regimes of Internships” was made
- 10 individual consultative meetings with the key decision makers were conducted
- Marked an International Interns’ Day, which gathered more than 50 participants
- Realized 4 month online campaign which reached over 60 000 unique users on social media, in regards to quality internships, opportunities for them, examples of good and bad internships, individual experiences of young people, but also in regards to important information related to the two organized public events

Contribution to the realization of the strategic goal: This project has contributed to the II strategic goal of Belgrade Open School, because the activities of the project were directed to public advocacy of concepts of quality internships, and as a part of the program field Improvement of employability. Also, in this way, a contribution was given to the improvement of the awareness of the change-makers, but also of the larger public, on the importance of quality internships for the development of the individual, and their smoother integration into the job market.

Cities in which the activities of the project were realized: Belgrade.

## HORECACCESS- ACCESSIBILITY OF SERVICES IN THE HORECA SECTOR

The Belgrade Open School in partnership with the University of St. Kliment Ohridski in Sofia (Bulgaria), OAED - European Education, Consulting Services and Coaching Services Istanbul (Turkey), Ecology KM Ltd., Brestovica (Bulgaria) and Horeca Partners, Antwerp Belgium) On November 1, 2018, the implementation of the HORECACCESS project - Accessibility of services in the HORECA sector started.

Project activities will be carried out by October 31, 2020. The project is supported within the Erasmus + Program of the Strategic Partnership for the Development of Innovation in Vocational Education and Training.



*Partners meeting, Belgrade, 2019*

The goal of the project is to empower young people engaged in the HORECA industry to provide reliable and affordable services to clients with disabilities, but also to people who face some kind of barrier (people who are moving difficult, parents with children's wheelchairs, people with allergies and the like). Within this project, special attention will be paid to raising awareness about people with disabilities in society, situations that staff in the

HORECA sector can encounter when providing services to clients with disabilities, as well as potential solutions and strategies for effective support in order to bridge or mitigate barriers in these situations.

### Activities:

- Creation of a Guide for understanding disability
- Development of structural guidelines for providing accessible and reliable services for youth with disabilities
- Creation of a Guide for in-house trainers and youth workers on supervision of trainings for season workers
- Contribution to the optimization of an android application for Serbian version
- Development of tools for validation of results of education on the project
- Organization of a second partners meeting in Belgrade, June 3-4, 2019
- Translation and adaptation of presentations, materials and tests within intellectual products of the projects
- Preparation of the yearly report on the implementation of the project
- Preparation of relevant articles for an official website of the project
- Updating a Facebook page of the project on the relevant subjects on a regular basis
- Promotion of project on the relevant conferences and events
- Third partners meeting and an international conference in Brussels from 2nd to 4th of December 2019

### Results:

- Guidebook for youth for understanding disability was created
- Structural Guidelines for providing accessible and reliable services to youth with disabilities was created
- Guidebook for *in-house* trainers and youth workers on the supervision of trainings for seasonal workers was created
- Android app in Serbian language for youth in HORECA industry was optimized
- Tools for validation of learning results was created
- Second partners meeting was organized in Belgrade
- Online consultations with the experts, member of the National Advisory Board were organized
- Translated and proofread Serbian versions of presentations, materials, tests within intellectual outputs of the project
- Yearly report on the project from national Erasmus+ agency of Bulgaria was adopted
- 36 relevant articles on the Serbian version of the project website were published
- 70 followers on the Facebook page and 11 posts from the Belgrade Open School team
- HORECACCESS project was promoted on the relevant conferences visited by more than 500 people
- Successfully carried out a third partners meeting and an international conference in Brussels

The project contributes to the development of human resources for youth workers, HR staff in the sector, and young individuals engaged in seasonal jobs in the HORECA industry to provide services to clients with disabilities, but also to people who face some kind of barrier (people with difficulty moving, parents with children's carriages, people with allergies and others).

HORECACCESS contributes to the second strategic goal through the creation of Android applications, Guides and Handbooks that contribute to capacity building and soft skills of youth workers, HR staff, trainers, young people engaged in the HORECA industry and generally youth for working with people with disabilities, involving people with disabilities in regular activities and providing inclusive services.



*International Conference „How European Initiatives can Contribute to the more Inclusive Services in the Services Sector“, Brussels, 2019*

## VM-PRO - SELF-ASSESSMENT SYSTEM FOR VALIDATION OF YOUTH MENTORING

Tendency to contribute to the prevention of dropouts of young people from the education and labor market, through the *VM-Pro project: Validation of mentoring programs for young people*, the Belgrade Open School within the program area for improving employability is engaged in promotion and recognition of the importance of mentoring work, and testing tools for systematic assurance of the quality of mentoring process with young people, with special emphasis on mentoring young people from vulnerable groups.

The project is implemented with the financial support of the Erasmus + program in the field of Strategic Partnerships and Innovation for Youth and runs from December 1, 2017 to November 30, 2019.

The project is coordinated by the Italian mentoring school - SIM (Florence, Italy), with the Belgrade Open School, the Association of Mosaico (Naples, Italy), the Association Maria Kiri (Plovdiv, Bulgaria), Phoenix KM (Kortemark, Belgium) and the organization REDVET (Istanbul, Turkey) as partners.

The overall goal of the project is to empower and support young people from vulnerable groups through the development of tools for quality implementation of informal mentoring programs for young people.



*Mentorship training, April 2019, Belgrade*

### Activities:

- Participation on a partners meeting in Florence, Istanbul, Belgrade and Ypres
- Organization of a third partners meeting in Belgrade
- Organization of a consultative meeting with the members of a National Advisory Board in Serbia and an online communication regarding guidelines for project activities in Serbia on a regular basis
- Designing and monitoring piloting process in Serbia
- Organizing a training for mentors
- Monitoring of a mentoring process for 15 mentoring groups
- Contribution to the creation of a bulletin on project activities
- Getting feedback on developed products on the projects from piloters (mentors and mentees)
- Creation of a report on the piloting process in Serbia
- Participation and organization of two study visits for teachers in Ypres (Belgium) and Florence (Italy)
- Presentation on the international workshop and final conference on the VM-Pro Project
- Dissemination activities with the goal of promotion and a greater visibility of the project

### Results:

- Successfully realized 4 meetings with partners in Florence, Istanbul, Belgrade and Ypres: reached agreements on tasks and deadlines on the project and shared specific responsibilities of each partner
- Successfully organized a partners meeting in Belgrade, with a contribution from a management of BOS
- Realized a successful communication and cooperation with mentorship experts within National Advisory Board
- Successfully realized a month's process of piloting in Serbia
- 17 young people from sensitive groups were empowered for usage of innovative tools in mentorship
- 11 mentors were empowered for mentoring of young people with disability and young Roma people
- 14 mentees were empowered for improvement of their competences in different fields
- 5 mentees upgraded their school grades with the support of a mentor
- 4 bulletins on the project activities were created
- Successfully organized 2 study visits for teachers
- 4 teachers were empowered for mentoring students because they participated on the project as a mentor
- Successfully realized BOS activities on the VM-Pro project on an international conference
- VM-Pro was presented on more dissemination activities which informed more than 800 people about the project in 2019





*Study visit to the para-Olympics team of athletes in Florence, Italy,  
November 2019*

The project contributes to the achievement of the second strategic goal of Belgrade Open School through the creation of self-assessment tools, android applications and mentoring codes that further contribute to strengthening the capacity of organizations or individuals implementing formal or informal programs and mentoring projects. The project provides for the improvement of the skills required for mentoring teachers, especially for those working with students who are at risk of dropouts or pupils with disabilities, representatives of civil society organizations that provide mentor support in various areas of mentoring, but also to those who are yet to initiate some mentoring initiatives and strengthen their human resources for these purposes.

In 2019 activities were implemented in the following cities: Belgrade, Istanbul, Ypres, Prato, Florence, Zajecar and Stara Pazova.

## WEB4YES - WESTERN BALKAN CIVIL SOCIETY ORGANISATIONS FOR YOUTH EMPLOYMENT SUPPORT

The WeB4YES project is one of the initiatives supported by the European Commission's "Civil Society Facility Program" as a regional initiative designed to provide innovative cross-sectoral approaches and to provide young unemployed citizens of the Western Balkans (WB) opportunities to improve employability and employment. The project deals with the existing challenges of insufficient cooperation between civil society actors and public authorities in the WB, in the process of policy making and decision-making in the reform process related to youth unemployment. WeB4YES Project Coordinator is the Belgrade Open School, and partners on the project are the Association for Democratic Prosperity - ZID (Montenegro), Lens (Kosovo \*), Association Beyond Barriers (Albania), Institute for Youth Development - KULT (Bosnia and Herzegovina), National the Youth Council of Macedonia and the International Center Olof Palme (Sweden).



*Training: "Foundations of Public Policy Development and Advocacy in the Field of Youth Employment"  
March, 22-23, 2019, Belgrade*

The goal of the project is to increase the influence of civil society organizations in the WB region on the development and monitoring of policies in line with the needs of young unemployed citizens. WeB4YES focuses on strengthening and empowering civil society in the Western Balkans region. This process is twofold: first, by increasing the impact of civil society organizations on the development and monitoring of youth employment policies, and secondly, by improving the capacity of civil society organizations to the WB to co-operate, design and implement innovative approaches aimed at employment and employment of young people.

### Activities:

- A meeting of the National Advisory Board consisting of representatives of institutions directly and indirectly dealing with the issue of the position of migrants in Serbia
- Project partner meetings
- Meetings with decision-makers
- Creation of trainer manuals and worksheets for training participants, which will be used during the piloting process of Serbian language courses and civil and intercultural education sessions
- Realization of language courses
- Realization of citizenship and intercultural sessions
- Workshops on mapping the skills wanted on the labor market
- Dissemination of results and further work plans on the project

## Results:

- Educational activities were realized in asylum centers in Tutin and Bogovađa, as well as in reception center Sid where more than 250 participants passed
- Workshops for mapping of skills were realized where more than 50 participants passed through
- Train the Trainers Handbook was created
- Participation in the first meeting of partners organized in Sofia, Bulgaria
- Two meetings of the National Advisory Board were carried out, where representatives of the Ministry of Labor, Employment, Veterans' Affairs and Social Affairs (key decision-makers and contact point for EASI program in Serbia), Tempus foundation, National Employment Agency, Andragogy Society of Serbia, Network of Psychosocial Innovations, Faculty of Philosophy and SKGO
- Second partners meeting in Belgrade was held
- Meeting with representatives of the Commissariat for Refugees of the Republic of Serbia
- Three events with the aim of awareness raising in the local communities in Tutin, Mionica and Sid were held



## #CIVIL SOCIETY

During 2019, Belgrade Open School (BOS) has contributed to building and strengthening the capacities of civil society. Also, BOS contributed to improving the quality of relations and channels of communication between civil society, decision makers and the media.

In accordance with the democratic values that the BOS promotes, we recognized the importance of the process of European integration. This process aims to improve participation of civil society and to help them become them bearers of the social change, through cooperation with public authorities, based on the principles of the good governance, transparency and responsibility.

Through **mentoring support**, the BOS supports civil society organizations and the media to build and strengthen their capacities, as well as leverage their activities to participate in the decision making processes and public policies development that are in accordance to the needs of local communities.

The BOS team also provides **expert support** to civil society organizations and the media through providing direct assistance and advice, in order to support the implementation of their projects, development of the documents, public policies or advocacy campaigns.

In 2019, a three-year project was concluded. During 2019, BOS team organized 4 trainings, 2 study visits, regional conference and also provided mentor, expert and financial support to 23 civil society and media organizations for the implementation of their projects.

Also, after goals and priorities of the project were adapted and improved, the project was extended for another two years. Within the second phase of the project, one selection and one initial workshop for program partners was organized.

### Achievements:

- 5 trainings for 95 representatives of partner organizations and media
- Selection workshop for submission of projects for the second phase of the project "Civil Society as a Force for a Change in the Serbia's EU Accession Process" for representatives of 20 civil society organizations and media
- Two study visits to relevant civil society organizations and institutions in Warsaw and Stockholm for 34 representatives of partner organizations and media
- Mentor support was provided to 27 civil society organization and media;
- Regional conference "Move.Link.Engage." in which participated more than 220 participants

During 2019, BOS implemented the third, final year of the "Civil Society as a Force for a Change in Serbia's EU Accession Process" (CS4EU) programme, received support for the extension of this project and started with the implementation of the second phase.

23 civil society organizations and media were supported, and provided with mentor, expert and financial support. During this period, BOS team have organized 5 trainings, 2 study visits to relevant institutions, organizations and media in Warsaw and Stockholm, as well as a final conference "Move.Link.Engage.", attended by 394 participants.

## CIVIL SOCIETY AS A FORCE FOR A CHANGE IN THE SERBIA'S EU ACCESSION PROCESS (CS4EU) - SECOND PHASE

Belgrade Open School started the implementation of the fourth year of the project " Civil Society as a Force for a Change in the Serbia's EU Accession Process ", supported by the Swedish Agency for International Development and Cooperation (Sida). The project is being implemented from October 2019 to October 2021.

Within the project, BOS implements a programme which overall aim is to support civil society organizations and media in the field of European integration, and to enhance the role of civil society and to strengthen their capacities to contribute to the European integration process and democratic development in Serbia.

### The specific objectives of the fourth year of the Support Program are:

- Enhancing the role of civil society in improving policy framework within decision-making processes by representing communities' interests
- Increasing the quality of information related to EU accession process and democratic reforms in Serbia
- Establishing and improving the connections between civil society organizations and private sector within their joint participation in the EU accession process and development framework

**The third objective** is in innovative component of the programme and aims to bridge the gap between civil society organizations and the business sector in order to introduce and enhance mutual networks of CSOs and companies to each other in order to achieve better understanding of the role, activities and remarkable results each sector has, not just within EU accession, but in society.

The first phase of the programme was implemented until September 30, 2019, during which 17 partners' projects were implemented. Second phase of the support started on December 1, 2019.

Within the fourth programme year **11 partner organizations are supported - 7 civil society organizations and 4 media**, divided in three clusters:

- Rule of law, human rights, transparency and good governance;
- Media freedom and reporting on EU integration;
- Youth policies.

Seven selected organizations have already been supported over the past three years while four organizations have been supported for the first time within the CS4EU project. BOS team have conducted the selection process of the partners. Selection workshop was organized on October 2, 2019 in Belgrade. A total of 17 of the 20 invited organizations attended the workshop. Out of 18 project proposals, BOS team has decided to provide support to 11 civil society and media organizations. The implementation of the projects started on December 1<sup>st</sup>, 2019 and will last until September 30<sup>th</sup>, 2020.



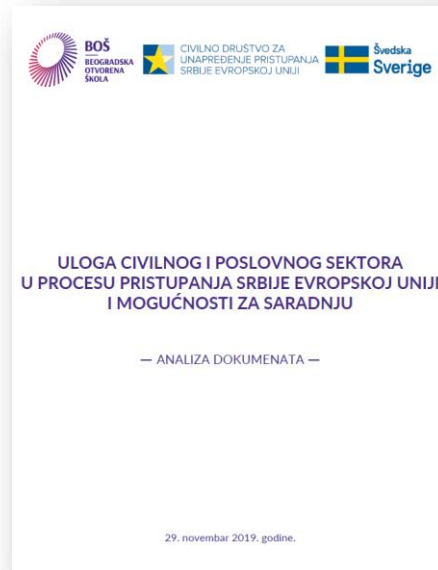
Selection Workshop, October 2, 2019, Belgrade



*Initial Workshop, December 22-24, 2019, Sabac*

Initial Workshop was held from 22 to 24 December in Sabac. The 21 representatives of supported civil society and media organizations attended the workshop, and were introduced to the goals of the programme, as well as guidelines to the project implementation. Part of the training was dedicated to the individual improvement of project documents of partner organizations.

By the end of the year, a comparative analysis was developed and contain all available information on platforms, initiatives, and good examples of the cooperation between civil and private sector. At the same time, BOS team started series of meetings relevant stakeholders in the area of private sector. BOS team met with representatives of companies, chambers of commerces amd, any more.



*Comparative analysis: The role of the civil and business sectors in the Serbia's accession process to the European Union and opportunities for cooperation*

## "CIVIL SOCIETY AS A FORCE FOR A CHANGE IN THE SERBIA'S EU ACCESSION PROCESS" (CS4EU)

Belgrade Open School successfully implemented the three-year project "Civil Society as a Force for a Change in the Serbia's EU Accession Process", supported by the Swedish Agency for International Development and Cooperation (SIDA).

Objective of the project is to contribute to EU integration and democratic development of Serbia based on increased role of civil society, through enhancing the role of civil society and improving policy frameworks for public consultations.

In the third, final cycle of the project, which lasted until September 30, 2019, 23 civil society organizations and media were supported, which implemented 17 different projects. During the project, 35 civil society and media organizations and 49 projects from 17 cities and towns in Serbia were supported.

The Civil Society Transformer Platform (<https://transformator.bos.rs/>) remained an important source of information for civil society in Serbia, and BOS team has continued to develop, improve and adapt it to its users.

In the third year of the project, four trainings were organized, aiming to strengthen the capacity of programme partners to participate in the processes of monitoring and evaluating public policies, planning and implementing advocacy campaigns, but also how to use social networks and contemporary communication channels for communication with citizens. 74 participants rated the training with an average grade of 4.68/5.00.

The first training in 2019 was held in Sabac on 20-22 February, for 21 representatives of civil society organizations and media. The focus of the training was to strengthen the capacities of programme partners to access to and use information of public importance.



*Strengthening the internal capacities of program partners for free access to information of public importance in Serbia's EU accession process, 20-22 February, Sabac*



The second training, held from 22 to 24 April 2019 in Vrnjacka Banja, was dedicated to the topics of public policy monitoring and evaluation.

The third training was dedicated to strengthening capacities of programme partners to influence decision-making processes through advocacy. It was held from 30 June to 2 July at Silver Lake for 11 representatives of programme partners.



*Capacity Building Training of Program Partners for Monitoring and Evaluation of Public Policies, April 22-24, 2019, Vrnjacka Banja*



*Capacity Building of Program Partners for Planing and Implementation of Advocacy Campaigns, June 30-July 2, Silver Lake*

The last training was organized on 2-4 July 2019 at Silver Lake. The main objective during this training was to provide participants with information on how to use social networks and data visualization, such as infographics, videos etc., in order to enhance direct communication with citizens. Also, BOS have organized two study visits to institutions, civil society organizations and the media in Warsaw and Stockholm for 34 representatives of partner organizations. The visits were organized from 25-29 March and 10-14 June 2019. During these study visits, participants had the opportunity to take part in more than 30 group and individual meetings with representatives of national and European institutions, as well as relevant organizations and media, working in areas relevant to programme partners.



*Strengthening the capacity of program partners for new media and new forms of communication on European integration, July 2-4, 2019, Silver Lake*



*First study visit to Warsaw institutions and organizations, March 25-29, 2019, Poland*



*Second study visit to Stockholm institutions and organizations, June 10-14, 2019, Sweden*

Within the programme, partners had the opportunity to conduct Peer Exchange Programme, which gave partners different possibilities for further networking and experience exchange with regional and European civil society organizations and media, as well as to attend relevant conferences, workshops, seminars, etc. During 2019, the PEP was conducted by 6 partner organizations with a total of 16 participants who visited Macedonia, Austria, Brussels, Croatia, Albania, Bosnia and Herzegovina and Slovenia.

The Annual Networking Workshop was organized within the fifth annual Move.Link.Engage: "Fundamentals. Wanted." conference. Conference was organized on 12-13 September in Belgrade. The conference was attended by more than 200 participants - representatives of relevant regional and national state institutions, civil society organizations, business sector, embassies, media and other.



*Move.Link.Engage conference,  
September 13-14, 2019, Belgrade*

The aim of the conference was to promote and encourage a regional approach in solving common problems and to foster cooperation between citizens and civil society organizations and the media.

The final workshop "Civil Society as a Force for a Change in the Serbia's EU Accession Process (CS4EU)" was organized in order to present and promote final results of CS4EU programme that lasted for three years. It was organized as a panel discussion and representatives of all 17 partner organizations and media had the opportunity to talk about EU integration process, reforms and impact on citizens, as well as how to improve participation of civil society in decision making processes. Also, it served as a platform for future cooperation between programme partners.



*Move.Link.Engage conference,  
September 13-14, 2019, Belgrade*

Another way of promoting the results and activities of programme partners was the exhibition. BOS team collected information and designed panels that presented all of the achievements, impacts and key messages of the programme partners individually. The

exhibition was up during the whole conference. The workshop was attended by participants from other civil society and media organizations, the Swedish Embassy and selected stakeholders from the wider community of stakeholders, including public officials and international partners involved in Serbia's EU accession process.



*Move.Link.Engage conference, September 13-14, 2019, Belgrade*

#### Activities:

- Initial workshop within the second phase of the project "Civil Society as a Force for a Change in the Serbia's EU Accession Process", 21 programme partners' representatives, Sabac, 22-24 December, 2019
- Selection workshop, 18 representatives of selected civil society organizations and media for submission of projects for the second phase of the project "Civil Society as a Force for a Change in the Serbia's EU Accession Process", Belgrade, 2 October, 2019
- The conference "Move.Link.Engage: Fundamentals. Wanted.", more than 200 representatives of civil society organizations, media and national, regional and European institutions, as well as researchers, scientists, experts, Belgrade, 12-13 September, 2019
- Training "New Media and New Forms of Communication on European Integration", 13 programme partners' representatives, Silver Lake, 2-4 July, 2019
- Training "Advocacy Planning Framework", 11 programme partners' representatives, Silver Lake, 30 June – 2 July, 2019
- Study visit to Stockholm, 17 programme partners' representatives, Stockholm, Sweden, 10-14 June, 2019
- Training "Policy Monitoring and Evaluation", 15 programme partners' representatives, Vrnjacka Banja, 22-24 April, 2019
- Study visit to Warsaw, 17 programme partners' representatives, Warsaw, Poland, 25-29 March, 2019
- Training "Access to Information in EU integration", 14 programme partners' representatives, Sabac, 20-22 February, 2019

## Results:

- During 2019, BOS have provided project and core support to 27 civil society and media organizations
- Strengthened capacities of 163 representatives of CSOs and media for continuous and active participation of civil society in the decision-making process and monitoring of Serbia's EU accession process, as well as monitoring of the process of harmonization of local and regional development policies
- 6 trainings for the project implementation organized in Belgrade, Sabac, Vrnjacka Banja and Silver Lake and 2 study visits to Warsaw (Poland) and Stockholm (Sweden)
- The capacity building programme in 2019 resulted in 12 out of 17 partners contributing to the decision-making process at local and national level through submitting policy proposals, shadow reports and development of other relevant documents
- 10 programme partners contributed to the decision-making process by submitting comments and suggestions, that were accepted by public authorities
- Strengthened capacities of 6 civil society organizations and media for strategic networking and cooperation with regional and European organizations through Peer Exchange Programme
- 200 news, articles, reports and analysis posted on platform Civil Society Transformer (transformer.bos.rs) contributed to informing citizens on topics related to EU integration process
- 2870 media products created by programme partners contributed to raising the awareness and informing the public on EU integration process

The project "Civil Society as a Force for a Change in the Serbia's EU Accession Process" continued to foster cooperation between public institutions, civil society and the media and initiated partnerships for solving problems of local communities.

Through this project, BOS contributes to strengthening the BOS's 3rd strategic goal in the area of civil society development, as well as, to the 2nd strategic goal through encouraging policy development.

## "ACTIVE CITIZENS: BETTER SOCIETY: ADVOCATING FOR COOPERATION AND DEMOCRATIC DEVELOPMENT"

At the end of 2018, Belgrade Open School started the implementation of the three-year project "Active Citizens: Better Society: Advocating for Cooperation and Democratic Development". The project aims to contribute to the strengthening of a democratic society in Serbia, based on a culture of citizen participation in the political process and consistent democratic practice. The project is being implemented in partnership with the Belgrade Fund for Political Excellence (BFPE) and the Balkan Investigative Reporting Network (BIRN) Serbia, with the support of the United States Agency for International Development (USAID) Serbia.



*Annual Conference on Strategic Advocacy in Civic Engagement, November 21, 2019, Belgrade*

The project is a three-year initiative launched to improve advocacy practices in civil society, practices that represent the interests of local communities and actively involve citizens in their work.

With this project, BOS will seek to:

- improve advocacy practices in civil society in Serbia;
- increase citizens' support for the activities of civil society organizations;
- improve decision making and policy development;
- advance understanding of the advocacy role of civil society organizations among citizens, the media and decision-makers.

A key component of the "Active Citizens: Better Society" project is the Civil Society Organizations Support to Advocacy Program, which was launched to advance advocacy practices in Serbia and bring civil society advocacy activities closer to citizens. More than 50 civil society organizations were planned to be supported during the project implementation period.

Program support includes two types of support: *project* and *program* support. Project support includes financial support to selected organizations for the implementation of proposed projects; participation of organizations in advocacy training through the use of innovative advocacy methods; networking activities with other advocacy initiatives and stakeholders; participation in the National Advocacy Platform and direct dialogue with decision-makers; access to Advocacy Clinic resources. Program support includes the additional capacity building of organizations already pursuing advocacy campaigns, but not financial support.

### Achievements:

- 4 trainings were held for 74 representatives of 20 partner organizations
- 5 public events were implemented for 300 representatives of civil society institutions and organizations
- 18 civil society organizations have received support in developing advocacy capacities
- A survey on the capacities of civil society organizations for advocacy was conducted and published
- A publicly accessible platform has been created: [www.javnozagovaranje.bos.rs](http://www.javnozagovaranje.bos.rs)
- A movie about People Inspiring Change/ partners on the support program was prepared and promoted
- 5 initiatives were awarded and 2019 People Inspiring Change were announced

During 2019, the BOS team selected 20 civil society organizations from all over Serbia to work on improving their advocacy capacity.

The “Active Citizens: Better Society” project is a three-year initiative launched to advance advocacy practices in civil society, practices that represent the interests of local communities and actively involve citizens in their work. Throughout 2019, a consortium assembled around the BOS collaborated with 20 selected civil society organizations and strengthen their advocacy capacity through mentoring, expert and financial support. The capacity building program included 4 trainings using innovative advocacy methods: an introductory workshop for programme and financial management of advocacy projects, training for the development of effective advocacy strategies, training for planning innovative advocacy approaches and communication training. The training included 74 representatives from 20 selected organizations, program and project partners.

1) The introductory workshop was held immediately after the approved support. The introductory workshop provides an opportunity for partners to become acquainted with BOS, BFPE and BIRN, as well as to provide additional information and clarification on activities within the Program. The introductory workshop activities are also designed to provide additional support for project implementation and exchange of project information for possible collaboration and future collaborative activities.

2) Training for the development of effective advocacy strategies: It is intended to develop the capacity of partners to implement timely, strategically oriented advocacy initiatives that take into account stakeholders and their potential impacts, as well as the potential positive and negative aspects of the tools and tactics used. Participants develop specific advocacy action plans that will allow them to implement and monitor the effects of their initiatives through the following stages of advocacy: problem definition, research, solution sketching (new policy), action plan development, specific advocacy activities, regular analysis and conversations.

3) Training in Planning Innovative Advocacy Approaches: Partners develop the skills of designing, developing and testing different innovative advocacy approaches that are aligned with the socio-political context. Through this training, the creativity and diversity of advocacy methods and tools that organizations apply are developed. By learning how to identify and select appropriate tactics that are customizable, interactive and a surprise factor for opponents, participants will expand the set of tools they use. The training focuses on the active experimentation and evaluation of approaches, methods and tools necessary to tailor advocacy campaigns to local realities.

4) Communication Training: Through this training, selected organizations improve their skills in the following areas: a) communication in print and online media, b) building communication

with the local community in order to gain public support and active involvement of citizens, c) building partnerships relevant to the effectiveness of advocacy initiatives .

As numerous activities of organizations and citizens often remain unrecognized and insufficiently visible to a large part of the public, in 2019 we launched an initiative to award the active citizens. This award celebrates the People Inspiring Change, motivated citizens who persevere in their efforts to improve their lives and the lives of their fellow citizens. The award was presented in IV categories:

1. Human Rights Committee - Collaboration to Change (example of good practice and successful cooperation between public authorities and organizations);
2. Association of Local Communities of Stara Planina - First Voice of Citizens (successfully assembled citizens as messenger of advocacy initiative);
3. Reconstruction Art Festival - Campaign for Activism (Informal Group Initiatives);
4. Friends of Children of Serbia - People Inspiring Change at the national level;
5. Women of the South Association and the Women lion Association – People Inspiring Change on the local level.

These awards are designed to highlight the most inspirational and successful advocacy campaigns and encourage others to work for positive change in their community. In parallel with local advocacy initiatives, BOS has initiated a structured dialogue with decision makers on a supportive environment for action and advocacy activities of civil society. Expert meetings and public events brought together 300 representatives from both sectors.

#### Activities:

- Research on the capacity of civil society organizations for advocacy
- Civil society support program for advocacy
- Selection of project partners (10 local advocacy initiatives)
- Selection of program partners (10 CSOs with advocacy potential)
- Advocacy capacity building trainings
- Advocacy Clinic / mentoring and expert support
- Structured dialogue with decision makers
- Annual Award for Active Citizens
- Annual Conference on Advocacy in Civic Activism

#### Results:

- 20 advocacy capacity- building organizations supported
- 4 trainings were held for 74 representatives of partner organizations
- 5 public events were held for 300 representatives of civil society institutions and organizations
- 18 civil society organizations have received support in developing advocacy capacities
- A survey on the capacities of civil society organizations for advocacy was conducted and published;
- A publicly accessible platform [www.javnozagovaranje.bos.rs](http://www.javnozagovaranje.bos.rs) has also been created
- A movie about People Inspiring Change / partners on a support program was prepared and promoted
- 5 initiatives were awarded and the People Inspiring Change in 2019 were announced



## #PUBLIC SECTOR

### CAREER GUIDANCE AND COUNSELING FOR YOUNG PEOPLE IN THE SOCIAL PROTECTION SYSTEM

The Center for Family Housing and Adoption in Kragujevac (CPSU KG) launched a call for proposals for career guidance and counseling (CGC) training. The training was conducted within the project "Cross-sectoral safety net for active inclusion of young people in foster families". Belgrade Open School (BOS) designed and realized a three-day training of counselors and educators for foster care of CPSU KG and employees of the Center for Social Work in Kruševac. The training was held at the Center for Family Accommodation and Adoption in Kragujevac for 15 students, CPSU professional workers and the Center for Social Work in Kruševac. The training was realized in Kragujevac between May 14 and May 15, 2019, while a reflexive workshop was held on June 12, 2019.

### QUALITY CAREER GUIDANCE AND COUNSELING SERVICES FOR BETTER YOUTH EMPLOYABILITY - KVIS ON BIS

The project "Quality Career Guidance and Counseling Services for Better Youth Employability" aims to improve the quality and effectiveness of career guidance and counseling services of young people. The project activities were carried out from March 4 to November 11, 2019, with the support of Solidar Suisse / Swiss Labor Assistance (SLA) - Office in Serbia. Through this project, two training sessions, previously accredited by the Institute for the Advancement of Education were realized for the secondary school representatives. 20 teachers participated in the training "Career guidance and counseling as mechanisms for reduction of dropping out of education" from 9th to 11th May 2019 in Belgrade. Also, on September 19th and 20th, 2019, another accredited training "A Step Further to Comprehensive and Quality Career Guidance and Counseling Services in Secondary Schools" was held in Belgrade, attended by 20 teachers and professional associates. Through these two trainings, the capacities of 20 secondary schools were raised to provide career guidance and counseling services for young people, thus contributing to the III strategic goal of the Belgrade Open School. Also, through this project, 5 more schools received financial support for the promotion of career guidance services (first-prize school and second-prize school at KVIS School Teams Fair received cash prizes) and this also contributed to improving their capacities.

## #BUSINESS SECTOR – BOŠBIZ

In 2019, through various activities, BOS continued to provide services aimed to the development of business sector, their representatives and the company as a whole. Through many years of cooperation with the business sector, BOS recognized this sector as a relevant interlocutor for numerous social topics. BOS seeks to connect all three relevant sectors of the society in order to bring together experts from different spheres and to deal with challenges in different thematic areas in a comprehensive manner. Thanks to the connecting strategic areas and networking civil and business sector, new component was made within the “Civil Society for European Integration” project.

Through collaborating with numerous companies and working in business associations in 2019, BOS hope to contribute to the development of other programme areas and to the financial sustainability of the organization.

Through four types of services and the creation of a program intended for business sector representatives, BOS has covered all three relevant sectors of society: public, civil and business, and using its resources and expertise, connects them in a new way and creates space for mutual cooperation.

Through BOŠ biz services the following **activities** were realized in 2019:

- In-house training („Project cycle management“) – 15th and 16th of May. Client: Kolping society of Serbia
- New component „Integration/Innovation“, within the project „Civil Society for European Integration”
- Youth2Business event: “Digital=Business” 23rd of November

### **Achievements:**

- 1 in-house training for 10 representatives of the Kolping Society of Serbia
- 1 Youth2Business event for 30 young people and 4 business sector representatives
- 20 representatives from the civil, public and business sectors at the Move.Link.Engage Conference
- Comparative analysis within a new component of the CS4EU project
- Establishing cooperation between the civil and business sectors as part of a new component within the project "Civil Society for European Integration"

Through the BOS biz services in 2019, 1 in-house training, 1 Youth2Business event and 1 comparative analysis within the project "Civil Society for European Integration" were realized. These activities brought together over 70 participants and informed over 1000 representatives of the civil and business sectors about the opportunities for cooperation between these two sectors.

Within multidisciplinary programme “Future Studies” module “Skills or the Future” and first example of the case study for 26<sup>th</sup> generation were created, while the members of the BOS biz team participated in the evaluation committee. Through the participation of the General Director of BOS in the Management Board of the Serbian Association of Managers, BOS contributed to work of this association. BOS strengthen cooperation with 10 companies and business association. BOS biz team, through work on Move.Link.Engage. Conference, enabled the connection of the civil, public and business sectors. Through a comparative analysis, within the new component of the project "Civil Society for European Integration", all

existing platforms and initiatives were presented, as well as cooperation between the civil and business sectors in the process of European integration and sustainable development goals. Based on the presented and available information, different recommendations and conclusions have been formulated in order to advance and further develop cooperation between these two sectors in the process of Serbia's EU accession negotiations.

## NEW PERSPECTIVES ON COOPERATION BETWEEN BUSINESS AND CIVIL SECTOR

In line with the strategic integration of program areas and the new direction of BOS positioning, a new component "Integration/Innovation" has been created within the project "Civil Society for European Integration" (CS4EU), which aims to establish and enhance cooperation between the civil and business sectors. The issues of sustainable development and the changes brought about by the European integration process are equally important for representatives of both sectors. BOS wants to open up new perspectives and opportunities for connecting the civil and business sectors through joint initiatives. Within the new component, a set of activities has been planned that will in the future contribute to better and more efficient cooperation between these two sectors. The activities aim to bridge the gap between civil society organizations and the business sector in order to advance understanding of the role of these two sectors in Serbia's EU accession process and to establish mutual cooperation.

The comparative analysis, conducted from October to December 2019, aimed to present in one place all existing platforms, initiatives for civil and business sector, and to formulate recommendations and conclusions based on the presented and available information as well to improve further cooperation and contributions these two sectors in the process of Serbia's EU accession negotiations.

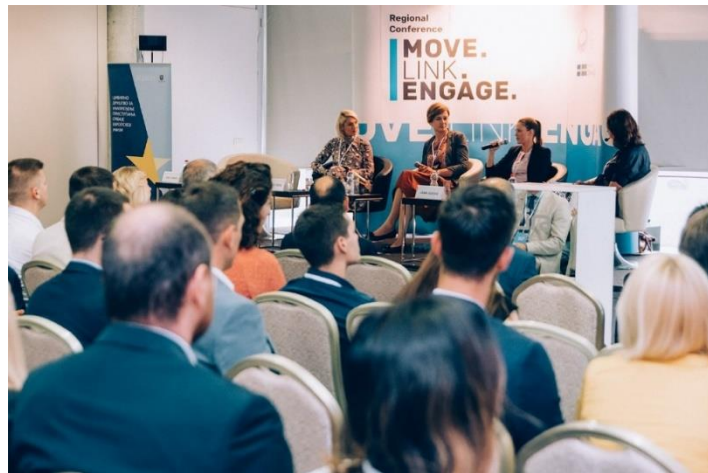


Through the individual meetings with representatives of companies and civil society organizations, the importance of joint cooperation in the areas of sustainable development and European integration has been recognized. Future networking events, as well as cross-sectoral training, will enable representatives of both sectors to find ways in which their cooperation can contribute to the objectives of this project as well as to the goals of sustainable development.

Belgrade Open School will actively work to connect these two sectors in order to facilitate the adaptation and understanding of Serbia's EU accession process, and through this project will further support the cooperation of these two sectors. In the coming period, we will do our best to improve cooperation with the private sector, as well as to expand it to all possible aspects. In this way, we will achieve long-term cooperation that will benefit both, the business and the civil sector, which will also contribute to the development of the Belgrade Open School.

## FIFTH REGIONAL CONFERENCE "MOVE.LINK.ENGAGE.FUNDAMENTALS.WANTED"

Belgrade Open School organized the fifth in a row, the regional conference Move.Link.Engage "Fundamentals.Wanted". The conference was held in Belgrade on September 12<sup>th</sup> and 13<sup>th</sup>. The organization of the event was supported by the Embassy of the Kingdom of Sweden, as well as by the OSCE Mission to Serbia, Solidar Swiss Foundation, European Fund for the Balkans and the European Union. The conference brought together more than 200 participants, representatives of the civil, public and business sectors. Recognizing the importance and necessity of bringing together all three sectors of society, BOS wants to promote and encourage a common approach to problem solving and better cooperation between citizens, civil society organizations, as well as business sector representatives in the process of European integration and sustainable development.



*Move.Link.Engage „Fundamentals.Wanted“ conference, September 12, 2019, Belgrade*

## PEOPLE DEVELOPMENT

Recognizing the importance and necessity of employee development, BOS strives to create innovative programmes to contribute development of individuals in different positions in companies, their business performance, as well as development of the companies. Belgrade Open School through BOS biz Services cooperates with the business sector. Through its programs, services and activities, BOS contribute to the development of corporate, as well as to the personal and professional development of company representatives.

### In-house training: "Project Cycle Management"

Through its activities, Belgrade Open School continued to strengthen the internal capacities of companies and organizations on various topics throughout 2019. Thus, BOS for the representatives of the Kolping Society of Serbia, created and implemented in-house training on the topic "Project Cycle Management". The training was held on May 15<sup>th</sup> and 16<sup>th</sup>, and participants had the opportunity to learn about all stages of program and financial project management during the two-day training. The aim of the training was to



*In-house training "Project Cycle Management", May 15-16, 2019, Novi Sad*

improve and develop new knowledge and skills for managing the programmatic and financial aspects of projects in the project cycle phase upon receipt of the project and after signing the contract with the donor.

Belgrade Open School offers a wide range of knowledge and skills training aimed at civil society organizations, public administration and the business sector in order to improve their capacities and develop human resources.

## BRIDGING THE GAP

Through its activities and services, Belgrade Open School contributes to connecting employers with suitable candidates, examines the needs and affinities of both parties, aligns them and creates a bridge from unemployed to effective, motivated employees and satisfied employers.

### Programme “Future studies”

In order to improve the Future Studies programme, cooperation with the business sector through BOS business services has been continued and deepened through this programme. BOS biz team contributed to the creation and implementation of the Skills for the Future module and the network of contacts made available to the programme and students. The aim of the module is to provide students with the opportunity to strengthen skills in various fields that can contribute to enhancing their professional capacities.

Following the trends in the labor market, that is, taking into account the needs of employers, the module Skills for the Future was created, so that students could improve their employability, as well as acquire skills that should strengthen their leadership capacities and help them anticipate changes in their environment. Students went through sessions such as emotional intelligence, financial literacy, motivation, and through simulations they worked on networking, business interviewing, public speaking. These and other topics were addressed by experts from the business community as well as employees of the BOS.

Through the case study, students acquire teamwork skills as well as the ability to think analytically and approach a particular problem that a case study addresses. An essential part of each case study is the presentation of the work itself, which also requires students to have a public speaking skill, for which students have had the opportunity to receive training in the first semester of the Skills for the Future module.

The case study, as well as the remaining two forms of the final paper, provide an opportunity for students to creatively complete their academic year, and their papers are published in the Student Proceedings. For the second time, students of the 26th generation of the Future Studies programme were given the opportunity to present their final project in the form of a case study, and to present their solutions to a four-member committee, comprised of alumni and BOS employees.

## Youth2Business event “Digital = Business?”

On November 23<sup>rd</sup>, Belgrade Open School organized the seventh Youth2Business event "Digital = Business?" at Radisson Blu Old Mill, as part of the fifth multi-congress in Serbia - Serbian Visions. The idea of this year's Youth2Business event was that speakers in the discussion with participants point out how digitalization contributes to better business performance, from global companies to freelancers, and how much impact it has. The event involved interactive communication between speakers and participants, with 30 participants divided into four groups, with each group having 20 minutes to talk with one speaker, followed by a rotation of participants and speakers. The speakers shared with the participants their experiences on how business is affected by digitalization and its role in business change. Speakers who took part in the event were representatives of Seven Bridges Genomics, Ernst & Young, UNDP Serbia, and a representative of the freelancers.



*Youth2Business event „Digital=Business?“  
November 23, 2019, Belgrade*

The Youth2Business event itself has enabled interested participants to talk about the digital potential of startups, international companies and international organizations that have recognized the role of digitalization in driving positive change. The Youth2Business event has so far linked more than 280 young people and over 35 representatives of the business sector.

## Participation in the work of business associations

In 2019, Belgrade Open School continued its cooperation with business associations American Chamber of Commerce (AmCham) and the Serbian Association of Managers (SAM) through a range of activities, as well as participation in the work of AmCham working groups and the management Board of SAM Board.

### Activities:

- Creation and realization of in-house training "Project Cycle Management" for employees of Kolping Society of Serbia
- Participation in the work of the program committee and creation of content for the module "Skills for the Future" within the programme "Future Studies"
- Organization and realization of the seventh Youth2Business event within the Fifth Serbian Visions multi congress to connect young people and company representatives
- Collaboration and work in the AmCham and SAM business associations
- Creating and designing a new project component „Integration/Innovation“ within the project "Civil Society for European Integration"
- Research, creation and implementation of comparative analysis within the new component of the CS4EU project - cooperation between civil and business sector

## Results:

- Through organized in-house training, the capacity of 10 representatives of CSOs has been strengthened on topic which met the needs of the employees' development
- Improved skills required to increase the employability of a student of the "Future Studies" programme through a pragmatically created and realized module and case study
- Enabled networking between 30 young people and 4 employers through Youth2Business event
- Increased visibility of BOS in the business community and established cooperation with partners through engagement of employees in business community
- Through the new component „Integration/Innovation“, BOS aimed to establish cooperation between the civil and business sectors in the European integration process
- Through comparative analysis, representatives of the civil and business sectors were informed about the possibilities in joint initiatives

## NETWORKS AND MEMBERSHIPS IN 2019



ASOCIJACIJA  
ONLAJN  
MEDIJA



SRPSKA ASOCIJACIJA  
MENADŽERA



International Association for  
Educational and Vocational Guidance



Mreža  
Dobre  
Energije



AMCHAM SERBIA  
A LEADER IN CHANGE



## MEMBERSHIPS

### BELGRADE OPEN SCHOOL HAS ITS REPRESENTATIVES IN THE FOLLOWING WORKING GROUPS AND BODIES:

- Serbian Council for National Qualifications Framework
- Council for the professional development of local government employees
- 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
- Working Group of the Ministry of Education for monitoring Career Guidance development in Dual Education
- Working Group for creating Strategy of Climate Change with Action Plan
- Working Group of the project for creating a Two-year updated report according to The United Nations Framework Convention on Climate Change and Measurement, Reporting and Verification (MRV) System in Climate Change context
- Open Data Working Group
- Inter-Ministerial Working Group for the development of new Strategy for reform of the public administration in Serbia for the period 2021-2023
- Inter-Ministerial project group for coordinating practice processes in Expert Jobs through implementation of Reform Strategy for public service in Republic of Serbia, for the period 2018-2020
- Inter-Ministerial Working Group for the development of Third Action Plan for the period 2018-2020 and for the participation of Republic of Serbia in the initiative Partnership for Open Governance
- Inter-Ministerial Working Group for creating Draft for Scheme of Action Plan for implementation of Reform Strategy of public governance in Republic of Serbia for the period 2018-2020

## BOS TEAM IN 2019

1. Vesna Đukić, General Director
2. Milorad Bjeletić, Executive Director
3. Dragica Bakić-Vučinić, Financial Director
4. Nataša Pajović, Financial Coordinator
5. Radinka Janjuš, Accountant
6. Dijana Nedić, Financial Assistant
7. Jelena Miljković, Assistant-trainee
8. Aleksandar Gajić, Assistant Lawyer
9. Davorka Tomanović Baralić, Office Manager
10. Vlado Vranešević, IT Coordinator
11. Aleksandar Stankić, Programmer
12. Ana Jančec, Web Developer
13. Ana Stevanović, Project Coordinator, *Academic Counseling and Civil Society*
14. Jelena Babić, Program Manager, *European Integrations*
15. Milica Mijatović, Project Assistant, *Civil Society*
16. Marija Todorović, Project Assistant, *European Integrations*
17. Tamara Arsić, Project Assistant, *European Integrations*
18. Mirjana Jovanović, Project Manager, *Energy, Climate, Environment*
19. Ognjan Pantić, Project Coordinator, *Energy, Climate, Environment*
20. Milica Radanović, Project Coordinator, *Energy, Climate, Environment*
21. Predrag Momčilović, Project Assistant, *Energy, Climate, Environment*
22. Varvara Aleksić, Project Assistant, *Energy, Climate, Environment*
23. Lazar Jovčić, Assistant-trainee, *Energy, Climate, Environment*
24. Vladimir Pavlović, Senior Policy Advisor
25. Evica Kuč, Business Communications Manager, *BOŠ biz*
26. Aleksandra Zdravković, Client Service Coordinator, *BOŠ biz*
27. Gordana Bojanić, Communications and Development Coordinator
28. Dušan Pavlović, Communications Assistant, *BOŠ biz*
29. Sandra Predić, Communications Assistant
30. Milica Škiljević, Project Manager, *Youth Policies*
31. Jovana Božičković, Project Coordinator, *Youth Policies*
32. Jelena Dadić, Assistant-trainee, *Youth Policies*
33. Jelena Manić Radoičić, Programme Manager, *Improvement of Employability*
34. Ivan Topalović, Project Coordinator, *Improvement of Employability*
35. Tamara Stanojević, Project Coordinator and Career Counselor, *Improvement of Employability*
36. Aleksandra Đurović, Research Coordinator, *Improvement of Employability*
37. Marina Lukić, Project Coordinator, *Improvement of Employability*
38. Ivana Dimitrijević, Project Assistant, *Improvement of Employability*
39. Marija Milosavljević, Project Assistant, *Improvement of Employability*
40. Goran Radlovački, Assistant-trainee, *Improvement of Employability*
41. Marinko Vučinić, Programme Counselor, *Educational Programme Future Studies*
42. Danijela Grubnić, Educational Programme Coordinator, *Future Studies and PolitiKAS*
43. Jelena Šapić, Educational Programme Coordinator, *Future Studies and Academic Counseling*
44. Mijat Barjaktarević, Educational Programme Assistant, *Future Studies and PolitiKAS*
45. Milica Vukadinović, Assistant-trainee, *Future Studies*
46. Vuk Radoičić, Demonstrator, *Future Studies*
47. Pavle Nedić, Demonstrator, *Future Studies*
48. Andrijana Šćepanović, Assistant
49. Aleksandra Bakić, Graphic designer
50. Stefan Simić, Intern
51. Jelena Sekulić, Intern
52. Andrijana Lazarević, Intern
53. Ivona Rakita, Intern
54. Vukašin Višković, Intern

## CITIES AND MUNICIPALITIES IN WHICH BOS' ACTIVITIES WERE INCURRED IN 2019



