

REPORT OF WORK OF BELGRADE OPEN SCHOOL FOR THE YEAR 2022



30
YEARS

BOS
—
BELGRADE
OPEN
SCHOOL

REPORT OF WORK OF BELGRADE OPEN SCHOOL FOR THE YEAR 2022

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

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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

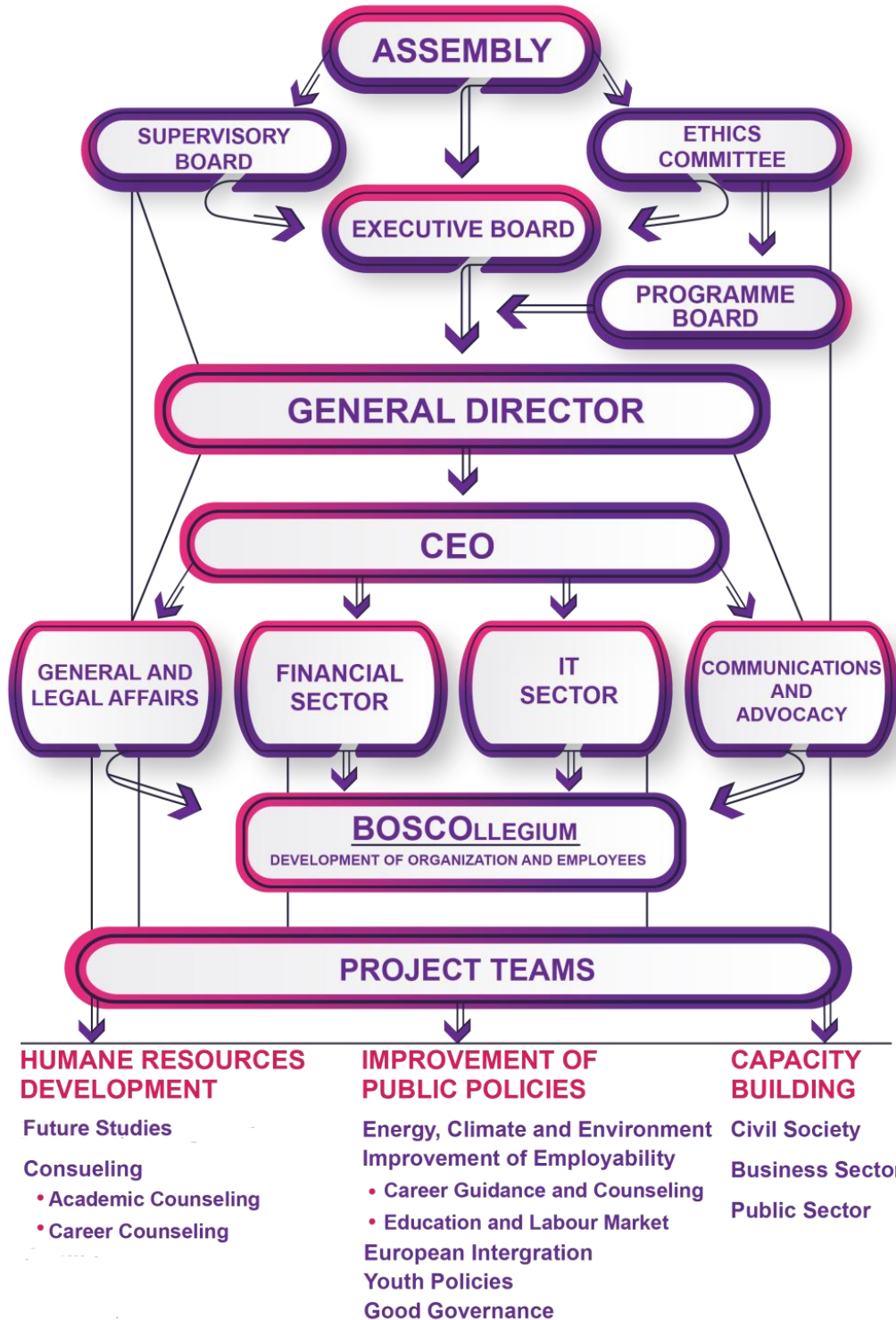
A better society based on freedom, knowledge and innovation.



**Belgrade Open School respects the principles of gender-inclusive language and thus strives to contribute to raising awareness of the importance of equality between women and men. In accordance with the orthographic norms of the language, the Annual report used gender-inclusive language whenever the practice allowed it, while nouns that remained in the generic masculine language gender include both women and men.*

STRATEGIC DEVELOPMENT AND STRUCTURE

ORGANIZATIONAL STRUCTURE

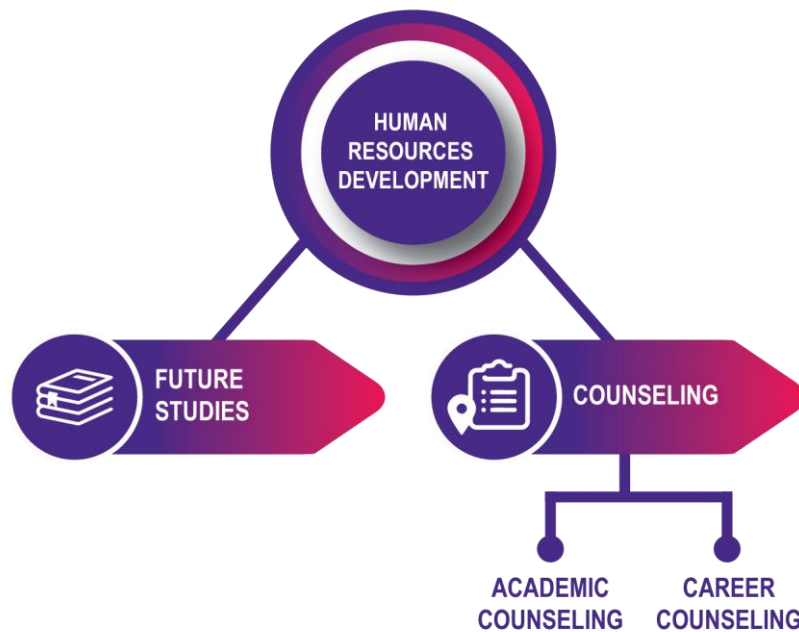


STRATEGIC GOALS

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.

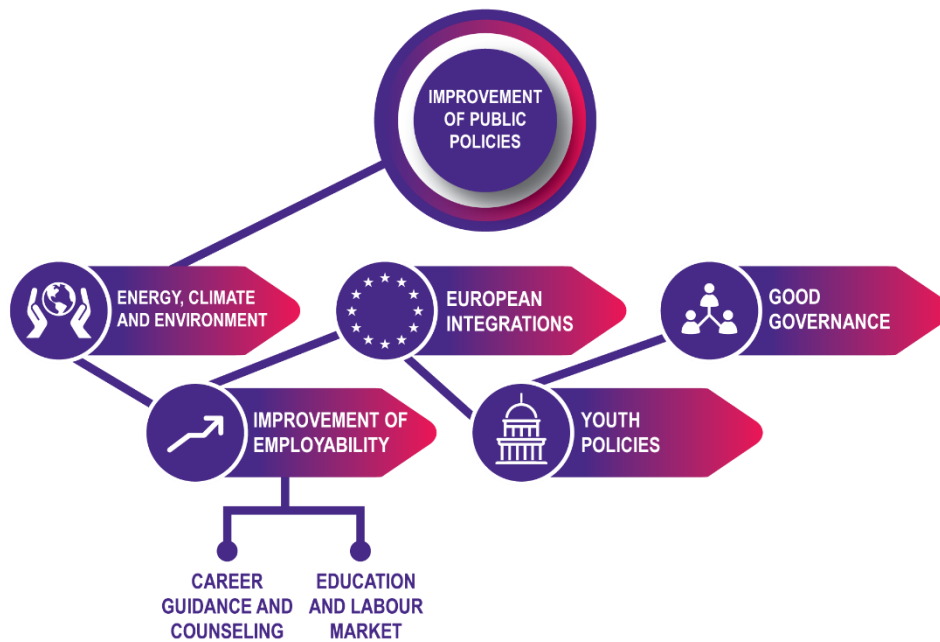
SG1 – Human resources development

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



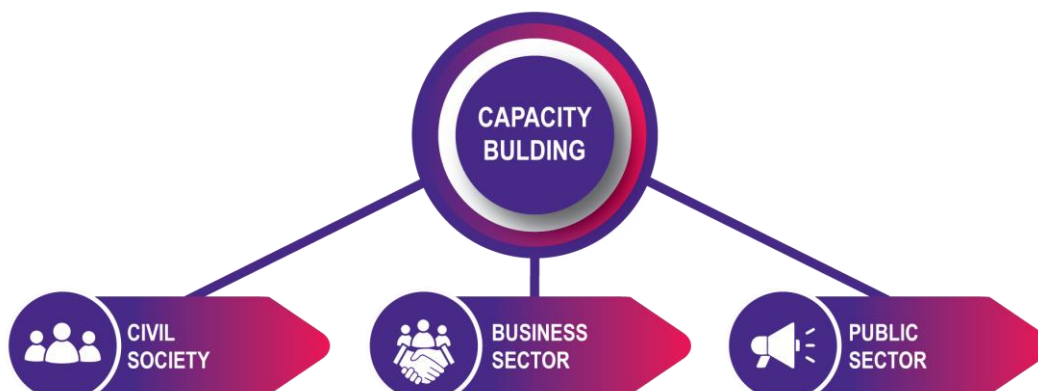
SG2 – Improving public policies

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.



SG3 – Capacity building

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



FUNCTIONING AND THE IMPROVEMENT OF ORGANIZATIONS' WORK

ASSEMBLY OF THE BELGRADE OPEN SCHOOL

The Assembly of the Belgrade Open School, which consists of 13 eminent individuals from our society, held a session on May 19th 2022. The session voted Report of Work of Belgrade Open School for 2022, Financial report for 2022, as well as the Supervisory Board report for 2022.

SUPERVISORY BOARD

During 2022, a session of the Supervisory Board was held. After reviewing the accounting records, the report of the Supervisory Board for the year 2021 was drawn up. The report is in accordance with the Financial Report of BOŠ for the year 2021, the final account as well as the audit reports. The report of the Supervisory Board for 2021 was presented at the Assembly of the Belgrade Open School in May 2022 and was unanimously adopted.

EXECUTIVE BOARD

The sessions of the Executive Board were held three times - in January, February and April. The sessions discussed the “Future Studies” educational program. Evaluations of the previous generation were also analyzed with the aim of planning certain changes in the application process, collecting financial resources, enriching the program as well as harmonizing it with the wishes of the students. Also, one of the topics of discussion was the planning of the program to mark the 30th anniversary of the Belgrade Open School. A joint festive dinner was held in December.



On the photograph: Vesna Đukić, Slobodan Marković, Vladimir Cerović, Nataša Nikolov, Vladimir Pavićević, Đorđe Petrić, Jelena Šribar, Marinko Vučinić.

The Executive Board in this convocation consists of: prof. Dr. Slobodan Markovic, President of the Executive Board of the Belgrade Open School and full professor at the Faculty of Political Science, University of Belgrade and the Institute for European Studies; Vladimir Cerovic, President of the Alumni Organization of the Belgrade Open School and Regional Director of Business Network International LLC; prof. Jelena Jerinic, PhD, full professor at the Faculty of Law, Union University, Belgrade; Natasa Nikolov, PR & Event Manager, Microsoft Development Center, Serbia; prof. Dr. Vladimir Pavicevic, political scientist and politician; Djordje Petric, Director of Servus Hanyang Group Europe; Dr. Rade Rakocevic, financial investor, owner of Senzal Capital and Moritz Eis; Jelena Sribar, HR Director, Mercator-S d.o.o.; Marinko Vucinic, President of the Assembly of the Belgrade Open School.

STRATEGIC PLANNING FOR 2023 – 2025

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

Creating a new strategic plan consisted of several steps. At the end of December 2021, a strategic planning process plan was created. In the period of January - March 2022, the data necessary for monitoring the implementation of strategic goals and expected results from the Strategic Plan 2019 - 2021 was collected. On February 24th and 25th, 2022, a workshop was held where the vision and mission of BOS were reviewed and the redefinition of strategic goals thus began.

In the period of April - May 2022, internal strategic planning of BOS teams was carried out in accordance with established guidelines with the aim of involving all employees in this process. Then, another workshop "Team coaching-strategic planning" was held on June 27th 2022, where the issues of how the role of BOS is seen and in what ways the vision, mission and desired results can be connected. After the workshop, several working meetings of the narrow working group of the BOS team were held, where strategic goals were more precisely defined. This was followed by work on the preparation of proposals for indicators for monitoring the achievement of strategic goals. After agreeing on the content, the plan was presented to the entire BOS team.

Strategic goal 1

Contribute to the development of human resources and individuals through educational programs, training, informing and counseling

- Improving the level of knowledge and skills of selected individuals by supporting a unique, sustainable multidisciplinary program Future Studies. Individuals from nine different faculties are enrolled in the program: Faculty of Political Sciences, Faculty of Philology, Faculty of Philosophy, Faculty of Law, Faculty of Medicine, Faculty of Pharmacy, Faculty of Agriculture, Faculty of Organizational Sciences, Faculty of Informatics and Computing. As part of the program, the semester was financed from the funds collected from the Alumni donor party through the selfless support of former participants of the program for further development, improvement and innovation of the program. Based on the evaluations, the internship program was improved, and progress was also made in terms of developing cooperation with institutions from the region and Europe that deal with education.
- Improved employability and career development of over 1,000 young people, through high school workshops, innovative programs and online career counseling.

Strategic goal 2

Improve the process of development, implementation and the quality of public policies, based on facts and evidence in priority areas. This goal is achieved through the creation, advocacy and support in implementation, monitoring and evaluation

- Contribution was made to the improvement of public policies in the field of good governance, energy, climate and environment and employability through participation in the work of six working groups for creating legal and strategic documents and drafting six sets of comments on planning and normative documents.
- BOS contributed to the better creation and management of youth policy by supporting the design of 6 youth advocacy initiatives.
- The methodology for monitoring the transposition and implementation of the EU Acquis for Chapter 27 at the local level has been improved, applied by 19 CSOs.
- During 2022, the number of citizens who are informed about the process of accession negotiations through the content created by BOS increases, which is indicated by an increase in the number of new subscribers - 4062.

Strategic goal 3

Strengthen the capacity of the civil, public and business sectors by providing professional support and innovative services

- BOS has contributed to improving the sustainability of the activities of selected civil society organizations and the media in Serbia, so that through the BOS programs, 110 civil society organizations, 21 informal groups and 22 media received financial support.
- A total of 132 civil society and media organizations received continuous expert and mentoring support. A contribution was made to strengthening the capacity of civil society organizations and media to participate in and monitor the European integration process and inform citizens about it.
- Civil society organizations are empowered to participate in the process of creating and amending regulations and taking on an advocacy role, as well as to act in the fields of energy, climate change and environmental protection.
- During 2022, a contribution was made to strengthening the capacity of the public sector in the field of employability and employment and youth policy. A total of 35 high schools and 77 representatives of state administration and local self-government were strengthened through BOS trainings.
- Cooperation with the business sector has been improved. Previously established and additionally supported 3 cooperation initiatives of the business and civil sector, with the aim of spreading awareness of the importance of cooperation and influencing an even larger part of the business sector, as well as public policy. Business sector was involved in the Move.Link.Engage. working groups. during the conference, with the aim to improve inter-sectoral cooperation.

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. BOSco consists of elected representatives of teams from the areas that BOS works on. During 2022, 19 meetings were held in order to actively work on the planning of ongoing activities of BOS, quality team collaboration and coordination goals of the organization.

FINANCES

In 2022, the financial sector of the Belgrade Open School successfully registered all business changes and implemented tasks arising from the entire business of the organization in accordance with the Law on Accounting of the Republic of Serbia, as well as the Rulebook on Public Procurement and Financial Procedures of BOS. These activities will result in the publication of the Financial report of BOS for 2022, which will be publicly available on the Serbian Business Registry Agency, as well as on the official website of BOS.

Audits of five financial reports were successfully carried out, two of which are reports for projects with grant schemes, while in the following period, after the submission of the final accounts, an audit of the entire operation of BOS and the financial report for 2022 is planned.

In 2021, the financial reporting of 32 projects was started and completed, of which we highlight the work on six large projects that include grant schemes. The financial sector successfully worked on the processing, analysis and assessment of the correctness of the financial reports of 111 partners and grantees - on monthly, periodic and final level.

Given that BOS provides professional and innovative services by strengthening the capacity of the civil, public and business sectors, the financial sector, following these activities, performed a cost analysis, issued and collected 93 various invoices.

It should also be noted that the financial sector of BOS was reorganized in 2022. The finance team now has seven people, including one financial manager, four financial coordinators, one administrative coordinator and one accountant. Efforts were also made on changing the previous reporting forms, and the change of procedures and internal documents that should ensure the smooth functioning of the entire business of BOS was started.

COMMUNICATIONS AND PUBLIC ADVOCACY

Communication strategy of Belgrade Open School has the long-term goal of establishing unified external communication through three strategic goals - development of human resources, improvement of public policies and strengthening the capacity of the civil, business and public sectors. Belgrade Open School has its active accounts on the following social networks: [Facebook](#), [Instagram](#), [LinkedIn](#) and [YouTube](#), as well as podcast platforms such as [Spotify](#). In addition to the official website of the organization, BOS communicates with the interested public through the following platforms: [BOS Career](#), [Mingle](#), [Let's Talk About Negotiations](#), [Work Practices](#), [Move.Link.Engage](#), [Transformator](#), [Dialogue for Change](#) and [Active Citizens](#).

In addition to these communication channels, e-mail marketing is part of BOS's communication strategy, so in 2022, platforms for e-mail campaigns, newsletters and publications were improved, as well as the structure of online platforms to facilitate SEO optimization.

During 2022, by monitoring the communication strategy, the communication channels of BOS on social networks and through the site were strengthened through the constant growth of reach and engagement metrics, a larger number of followers, and also increased visibility of BOS projects and services. The total number of visits to websites and platforms was over 1,025,000, while the total reach of campaigns on social networks was 10,227,959.

In 2022, we continue the developing of Instagram reels in line with the transformation of this network and its algorithm that increasingly prefers short videocontent, as well as listening to the habits and needs of users who consume video content more often than any other. BOS has created four new podcast episodes with different thematic concepts – two episodes within Dialogue of Change series and two that rely on conversations with the 29th generation of Future Studies students.

Cooperation with traditional and electronic media, both at the national and local level, has been especially improved. More than 900 media announcements were made in print and online media, and more than 30 TV and radio appearances were secured.

Overview of website and online portals of Belgrade Open School in 2022

Website/ Online portal	Unique Pageviews
Belgrade Open School	179.246
BOS Career	660.878
Mingle	75.211
Let's talk about negotiations	40.854
Work Practices	2.159
Move.Link.Engage	14.897
Transformator	13.961
Dialogue of Change	23.251
Active Citizens	15.069
Total	1.025.526

Overview of Belgrade Open School social networks in 2022

Platform	Page	Number of followers
Facebook	Belgrade Open School	15.672
Instagram	Belgrade Open School	4.124
Instagram	Mingle	2.290
LinkedIn	Belgrade Open School	2.415
YouTube	Belgrade Open School	260
Total		24.761

GENERAL AND LEGAL AFFAIRS

In addition to the obligatory procedures prescribed by law, the Belgrade Open School has developed additional internal procedures and has modified the systematization of work, introducing new jobs. In addition, the following documents were created: Procedure for procurement, Instructions for the use of vacations and sick leave, Rulebook on the protection of personal data, Rulebook on the work of the Program Committee.

BOS is one of the few organizations that has adopted a Code of Ethics and a Code of Gender Equality. In addition, there is a set of documents and regulations developed to facilitate internal and external cooperation such as: Regulations on Public Procurement and Financial Procedures, Rulebook on Risk Management and Crisis Management, Rulebook on Internal Alarm and set of documents related to safety and health at work as well as fire protection. In addition, more than 450 individual legal acts have been created - employment contracts, decisions, rulings, notices, agreements and the like.

IMPROVING RESOURCES

People development and competencies

BOS is continuously investing in employee development, so during 2022 employees in Belgrade Open School participated in 65 numerous seminars and conferences, trainings, webinars, workshops and other public events, which resulted in capacity building for over 40 employees in various fields. Employees of the Belgrade Open School participated as speakers at two international and 35 domestic events.

During previous year, BOS has organized more than 100 public events, trainings and workshops. Trainings were held with the aim of strengthening the capacity of employees in the following areas: leadership and mentoring, creating content on social networks, financial project management, strategic planning.

Belgrade Open School works on the development of employees through the annual assessment of competences based on the values of BOS. After completing the competencies, each employee had a regular, annual interview with his superior in order to gain insight into the achieved goals and planned development. Additionally, during 2022, BOS has organized 9 internal and 13 external trainings for its employees on various topics such as writing public policy proposals, protection of personal data, public and media appearances, crisis communication, communication on social networks, as well as lectures on national energy and climate plans.

Resilience of work

The resilience of the work of a civil society organization refers to the ability to adequately and timely respond to internal and external challenges. The *Resiliency + Framework*, of which BOS is a part, was created in order to respond to the challenges of narrowing the space for action faced by the civil sector in Serbia, ie strengthening the resilience of organizations in aspects related to human rights violations and threats to democracy.

During 2022, BOS team has worked on the development of a part of the strategic plan related to the development of employees, their well-being at work and intergenerational leadership. Through interactive workshops and mentoring, BOS team improved procedures and practices that will aim to strengthen the organization's capacities and resources in order to respond to the narrowing of space for civil society action.

Onboarding process

Belgrade Open School has actively developed internal procedures during 2022. Ten colleagues acquired new knowledge and skills through eight trainings within the basic rules and procedures of BOS, business communication, event organization and study visits. The process itself is designed to suit the organizational culture of the BOS, in order to be more integrated into the BOS team. An additional novelty is that all mandatory trainings are recorded and posted on an internal platform, so that colleagues have access to all the necessary content.

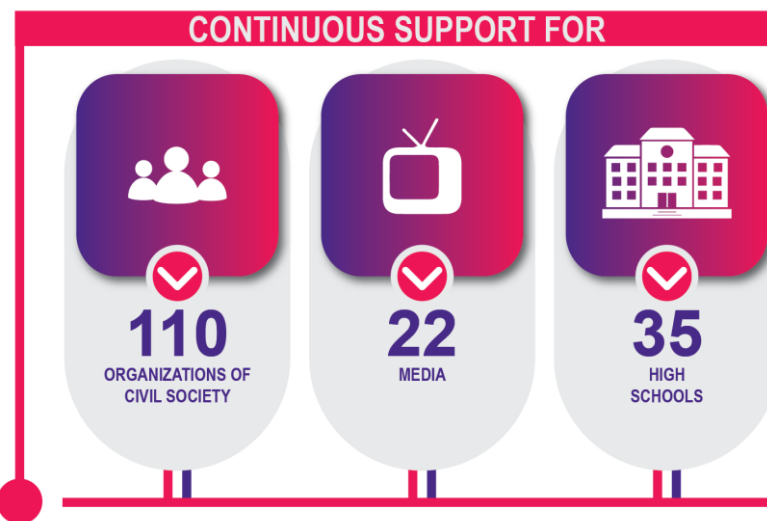
After the formally completed process and additional mentoring support, the new member of BOS team is fully trained to perform daily duties, regardless of the position and the team in which he or she is engaged.

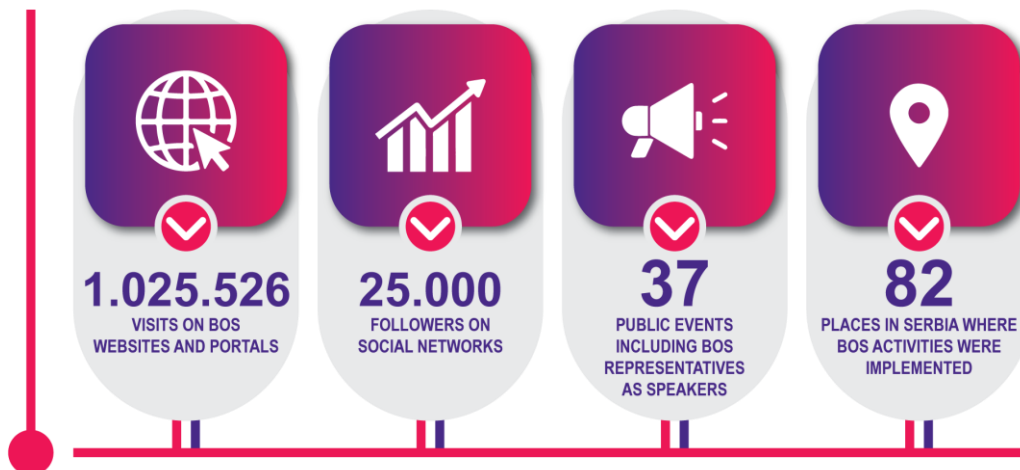
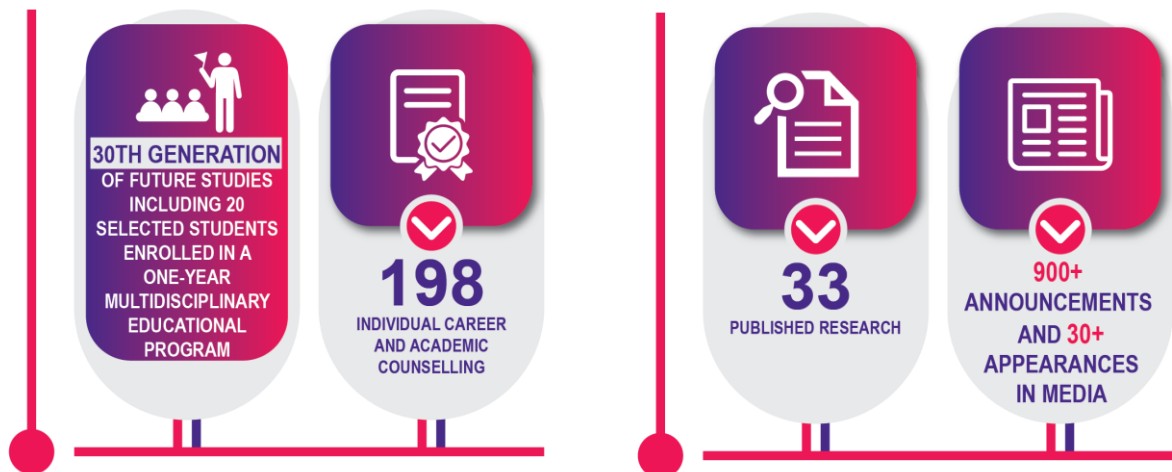
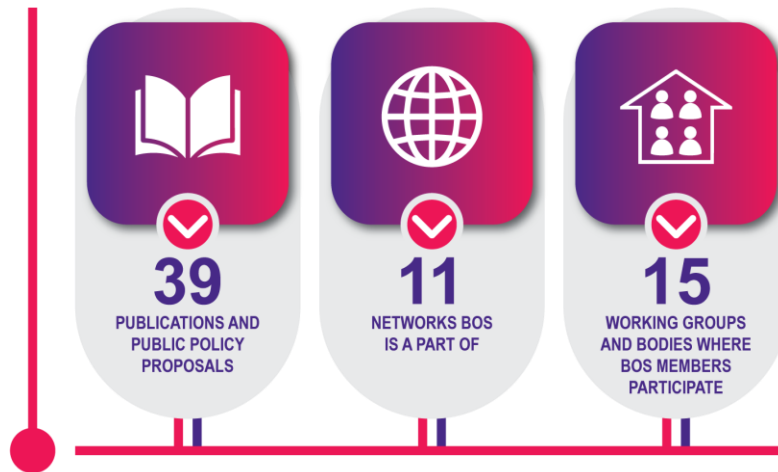
Technical support and library

In 2022, in terms of technical equipment, BOS invested in the purchase of three new file servers, which enabled faster file exchange and increased system security. Five new desktop computers and three laptops for new employees were also purchased, which greatly increased the mobility of the teams. The accounting department replaced five existing 22" monitors with larger 27" monitors. The podcast studio was expanded with a full HD video camera, which enabled direct streaming in high video resolution.

During 2022, as before, the library was available to former and current students, as well as lecturers and friends of BOS. The BOS library has included in its fund twenty five new editions, of which part of the new publications is a gift from former students, friends and associates of BOS. Purchased books, in addition to maintaining the relevance of the library fund, also benefit employees to perform their duties on projects as professionally as possible and improve knowledge in certain areas. The library of the Belgrade Open School is located within the BOS club.

BOS ACHIEVEMENTS





PROJECTS AND DONORS

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



2. Project: *Active citizens – Better society: advocating towards cooperation and democratic development*
Donor: US Agency for International Development (USAID)



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



4. Project: *Dialogue of Change: Supporting reforms through cooperation between civil society organizations and public authorities*
Donor: EU Delegation to Serbia



5. Project: *Green Incubator – The development of competent civil society organizations to support the implementation of the EU acquis in the field of environment*
Donor: EU Delegation to Serbia and Friedrich-Ebert-Stiftung



6. Project: *Society for the Advancement of Serbia's EU Accession Process (CS4EU)*
Donor: Swedish International Development Cooperation Agency (SIDA)



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



British Embassy
Belgrade

8. Project: *Public Finance Reform – Agenda 2030: Platform for Society Wide Dialogue “Sustainable Development Goals for All”*
Donor: German International Cooperation Organization, Swiss Agency for Development and Cooperation



9. Project: *Energy Transformation and Decarbonization in the Western Balkans*
Donor: Germany Federal Ministry for Economic Cooperation and Development – BMZ



10. Project: *VOLVOX - Stronger involvement of civil society in environmental policy making and monitoring*
Donor: EU Delegation to Serbia



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



12. Project: *Connect! Connecting Career Counselling and Human Resource Development in Enterprises for Higher Education and Training in Practice*
Donor: European Commission



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



13. Project: *Innovative cooperation between civil society organizations and local governments*
Donor: HELVETAS Swiss Intercooperation Serbia



14. Project: *E4NEETs (Reinforcement of support structures for NEETs in the entrepreneurial field)*
Donor: European Commission

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



15. Project: *Energy cooperatives*
Donor: European Climate Foundation



16. Project: *Consultants for COVID-19 Rapid-Response Advisory Services under Solidarity Package 2*
Donor: European Bank for Reconstruction and Development



European Bank
for Reconstruction and Development

17. Project: *Reclaiming privacy: A Tool to Fight Oppression*
Donor: EU Delegation to Serbia



18. Project: *Quality career guidance and counseling services: standards for better employability of youth*
Donor: Ministry of Youth and Sports



19. Project: *The Resiliency+ Framework*
Donor: PartnersGlobal



20. Project: *Regional meeting of civil society organizations*
Donor: European Climate Foundation



21. Project: *E2E - Education to Employment*
Donor: NIRAS consult



22. Project: *Be aware that food is not garbage*
Donor: British Council



23. Project: *Balkans United for Clean Air*
Donor: European Fund for the Balkans



24. Project: *Academic advising and scholarship program administration*
Donor: Central European University - CEU



25. Project: *Move.Link.Engage. Conference*
Donor: Swedish International Development Cooperation Agency (SIDA) and US Agency for International Development (USAID)



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



27. Project: *BOS Career*
Belgrade Open School



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



BOS PUBLICATIONS IN 2022



Balkan United for Clean Air:
Green Agenda explained,
2022



Serbia 2030: Does Serbia Govern Its
(Sustainable) Development?
2022



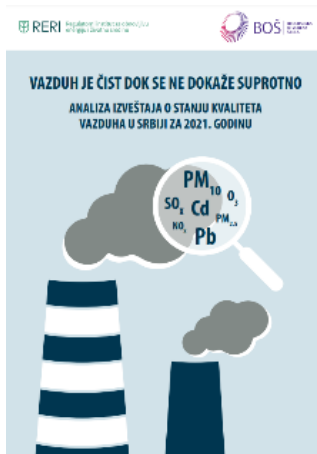
Analysis of the process of public
participation in the adoption of the Spatial
plan of the Republic of Serbia from 2021 to
2035,
2022



How to ensure the effective participation of civil society organizations in the adoption of the environmental laws - the case of the Law on amendments to the Law on nature protection, 2022



Chapter 27 in Serbia: One step forward, Two steps back, 2022



The air is clean until proven otherwise: Analysis of the report on the state of air quality in Serbia for the year 2021, 2022



The state of affairs in the negotiations on the accession of the Republic of Serbia to the European Union in the area of cluster 1: Fundamental issues, 2022



The state of affairs in the negotiations on the accession of the Republic of Serbia to the European Union in the area of Cluster 2: Internal Market, 2022



The state of affairs in the negotiations on the accession of the Republic of Serbia to the European Union in the area of Cluster 3: Competitiveness and inclusive growth, 2022



The state of affairs in the negotiations on the accession of the Republic of Serbia to the European Union in the area of Cluster 4: Green agenda and sustainable connectivity, 2022



The state of affairs in the negotiations on the accession of the Republic of Serbia to the European Union in the area of Cluster 5: Resources, agriculture and cohesion, 2022



Analysis of negotiation chapters 34 and 35, 2022



Support for career development of young people in youth offices, 2022



Guidelines to partnership: Business and Civil sector cooperation in the field of public advocacy, 2022



Views on partnership: Public policies, regulations and practices of participation of civil society organizations in decision-making processes, 2022

BOS PORTALS

BELGRADE OPEN SCHOOL

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



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access to other BOS portals. Based on the three strategic goals, the portal contains the three most important categories: human resource development, improvement of public policy and the capacity building. These segments help showcase the goals of each of the program areas, as well as individual activities and results in a more detailed manner. The site is updated on a daily basis, so that visitors have access to the latest information on current calls and event announcements, as well as news related to the project activities of each team. The official website is designed to make all activities of the organization transparent and comprehensible to the general public. By creating news and announcements on a daily basis, BOS educated and informed readers and offered them continuous quality content, which led to an increase in visits, but also to the engagement of readers, and significantly improved the online reputation. During 2022, the BOS portal recorded 179.246 visits, and in addition to the Serbian, the English version of the site is also available. All created content had consistent messages that users recognized, which, in addition to increasing visibility, also strengthened the relationship of trust and the development of BOS activities.

LET'S TALK ABOUT NEGOTIATIONS

Online portal [Let's talk about negotiations](#) was launched in 2013 within the initiative of the same name. Through the website, BOS aims to bring the process of the European integration closer to the citizens and to make it more understandable. On the



**PROGOVORI O
 PREGOVORIMA**
 Beogradska otvorena škola

Let's talk about negotiations portal, we publish current information on the state of European integration in Serbia, the region and developments in the European Union. Bearing in mind the importance that the process of European integration has for Serbia, BOS has synchronized the Let's Talk About Negotiation portal with the activities carried out within the project "Civil Society As a Force for Change in Serbia's EU Accession process". The website [eupregovori.bos.rs](#) is updated on a daily basis, with the latest news about European integration being published in the News category. In 2022, BOS carried out a redesign of the website by merging the Important and Current categories and integrating them into the News category. In addition, two new categories, Analysis and Bulletin, were added.

Data on the current state of accession negotiations between Serbia and the European Union is available on the website, including all documents relevant to the process - agreements, contracts, reports of the European Commission and negotiating positions. During 2022, BOS prepared and published analyses about the six negotiation clusters in accordance with the revised methodology, as well as the analysis which concerns negotiation chapters 34 (Institutions) and 35 (Other), which are located outside the clusters.

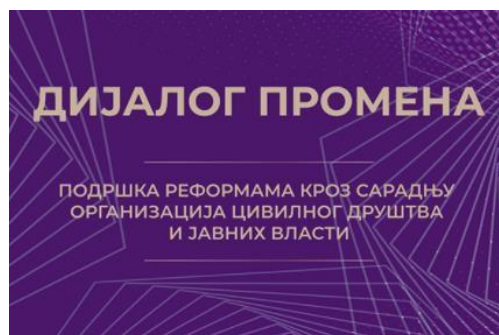
In February and March 2022, a special edition of the newsletter was published, in which we dealt with the Ukrainian crisis and its influence on the European integration process of Serbia. During 2022, the portal had 48,950 visits. In the same year, the number of authorial texts, interviews and analysis was increased on the portal Talks about negotiations, with the aim of better informing the wider public about the most important topics related to the European integration of Serbia. Some of the topics were related to the European Union - Western Balkans Summit, the beginning of Sweden's presidency of the Council of the European Union and the Summit of the European Political Community in Paris. We spoke to the ambassador of Sweden to Serbia, Anika Ben David, about the European integration process of Serbia, as well as Elvira Kovac, Srdjan Cvijic, Jovana Marovic and many others officials.

DIALOGUE OF CHANGE

For the needs of external communication with the public and internal communication with partners in the project "Dialogue of Change: Support to Reforms through Cooperation between Civil Society Organizations and Public Authorities", BOS has developed a platform <https://dijalogpromena.bos.rs/sr/>

The platform is a hub of all information on project implementation, work of project and program partners in improving existing and developing new approaches in stakeholder dialogue based on mutual understanding

and partnership, as well as project activities aimed at strengthening CSO capacity to involve and influence reform processes in Serbia. In addition, the intranet platform is used for programmatic and financial reporting of partners, but also to download the necessary materials for that purpose. In 2022, the platform recorded 23,251 unique page views.



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)".



The aim of the platform is to facilitate communication and provide necessary information to both program partners and interested civil society organizations. Apart from the part of the platform that serves for internal communication between program partners, but also with the project team of the Belgrade Open School, the platform contains significant materials for the improvement of knowledge, as well as media content that provides relevant information regarding the state and activities of civil society organizations in Serbia. During 2022, the site is had 16,309 views.

The platform consists of two parts and is designed to ensure transparency in the implementation of the project and partner projects, especially in reporting, as well as to increase the visibility of realized activities. The first part of the platform is public and available to everyone. This part contains information that is useful to program partners, but also to other civil society organizations, as well as interested individuals. Apart from the information that points towards the goals, activities and the results of the project so far, the portal is also used for distributing information, and parts of the platform are updated daily. Those parts of the platform consist of news about planned and implemented activities created both within the project and by program partners. The news is about current affairs, interesting events and important information for the entire civil sector, and in 2022, a total of 149 news articles were published in the Transformer.

Also, an important category on the portal is dedicated to open offers for financial support for civil society organizations, which stimulates other organizations and interested individuals, apart from partners, to look for additional sources of financing. During 2022, a total of 21 invitations for awarding grants for civil society organizations was published on the Transformer. The second, inner part of the platform, is an intranet for communication between program partners, but also for communication with the BOS team. Each partner has his own profile that he edits and through which he exchanges information and communicates with others. Partners contribute to editing the site by publishing news about the implemented or planned activities.

JAVNO ZAGOVARANJE

In order to respond to the needs of external communication with the public and the need for internal communication with partners on the project "Active citizens - Better Society: Advocating for Cooperation and Democratic Development", BOS has developed a platform <http://www.javnozagovaranje.bos.rs/>. This platform is a hub of all information on project implementation, work of project and program partners in the implementation of their advocacy initiatives, as well as project activities aimed at strengthening the capacity of partners in public advocacy. 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. The intranet platform contains a calendar of program activities, useful materials on public advocacy and policy making, and the intranet platform also serves for program and financial reporting of partners. During 2022, the portal recorded 15,069 unique visits.



BOS CAREER

The web portal [BOŠ Karijera](#) (BOS Career) is the very first free online system in Serbia for support and empowerment of students of secondary schools and other users for independent and planned career management, launched in 2011. So far the user groups include students of secondary schools, young individuals, teachers, parents and career counselors. The questions in the career counseling center at BOS Career in 2022 were promptly answered by a team that went through career information and online career counseling training. The total number of unique visits in 2022 is 660,878, while the total number of registered members by 2022 is 55,453.



MINGL

[Mingl](#) portal was created in 2007 with the aim of providing high school students with information about studying, scholarships, volunteering, courses, workshops, and seminars to help them actively think about their education, professional development, and career. During its first six years, Mingl provided information for high school students, and over time, as it grew and developed together with its readers, it began to address topics that were relevant to all categories of youth.



In December 2022, Mingl celebrated its 15th anniversary, bringing together longtime correspondents, collaborators, and partners, as well as people who were the conceptual creators of this portal for young people.

During 2022, Mingl did a redesign process, which improved its technical and visual aspects, making it more user-friendly for the Mingl audience. The refreshed and modernized visual identity attracted a new audience while retaining the old, as evidenced by the doubled number of website visits and a significant increase in article readership. After the redesign, Mingl contains five categories: Discover, Come, Get Move, Mingl Corner, and Youth and Media. The most significant category on the site is the Mingl Corner section, which publishes authorial texts by Mingl editorial staff and represents a space where young people can create content for young people. The authors of the texts on Mingl come from all over Serbia, and the content tailored to young people is updated on a daily basis. Our correspondent network has more than 30 young people who have joined Mingl's editorial team. During 2022, Mingl wrote about the most important topics for young people and followed all the current events that were important to them. Correspondents created content related to gender equality, environmental protection, youth activism, and political participation of young people. In November, Mingl started a campaign to prevent food waste, which it conducted in collaboration with the Center for Environmental Protection, supported by the British Council. From November 2022 to February 2023, Mingl's Instagram campaign reached over 200,000 young people, informing them about this topic.

In addition Mingl is a member and one of the founders of the Association of Online Media, the first association of its kind in the region, together with 20 other internet portals from all parts of Serbia. That's how Mingl has undoubtedly gained new readers in cities such as Bujanovac, Becej, and Krusevac.

During 2022, Mingl had 47,212 users and a total of 88,651 visits. Throughout 2022, we collaborated with a large number of organizations that have gained greater visibility through our communication channels. Additionally, we informed young people about events and opportunities for them. As young people spend most of their free time on social media, Mingl also has its Instagram account with nearly 2,400 followers, serving as another communication channel where young people can find accurate and quality information on topics that are important and interesting to them.

WORKING PRACTICES

The Working Practices Portal is the main hub of all important information on quality internships. The website radneprakse.bos.rs contains all relevant information, research, analysis and documents important for quality regulation of work practices. On the portal, it is possible to watch the public debate on the Draft Law on Work Practice conducted in Belgrade, read the Law on Work Practice and access previously conducted research by the team of the Belgrade Open School. In 2022, the Work Practice Platform recorded 2,159 unique pageviews.



MOVE.LINK.ENGAGE.

[Move.Link.Engage.](#) is the portal of the Belgrade Open School dedicated to the annual conference organized by Belgrade Open School which has been a forum for open discussions and a meeting place for experts from the civil, public and business sectors for the previous eight years, as well as a gathering place for representatives of national, regional and European institutions. MLE was redesigned in 2022 in accordance with the new visual identity of the conference and was adapted to users who can easily find detailed information about the speakers participating in the conference, agenda conferences, as well as our donors and portals. In the News section, site visitors can inform themselves about the most important events related to the topic of the conference, as well as how previous MLE conferences looked like. On the MLE website, within the segment MLE through the years, users can find information about all of the previous conferences, topics discussed, as well as accompanying photos. During the MLE campaign in 2022, the site had almost 15,000 visits.

A dark blue rectangular graphic containing the text '2022 | MOVE.LINK.ENGAGE' in white. The year '2022' is written vertically on the left side, followed by a vertical bar and the words 'MOVE.', 'LINK.', and 'ENGAGE' stacked vertically on the right side.

2022 | MOVE.
LINK.
ENGAGE

BOS PODCAST

In 2022, BOS has produced four new podcast episodes with different thematic concepts. There are two new episodes within the “Dialogue of Change” series and two that are based on conversations with the 29th generation of Future Studies students. The total listenership of all published podcasts is 2,220 and they are becoming more and more popular. Each of the episodes can be listened to as an audio file, but also downloaded to a personal computer or mobile phone, and the user can also become a subscriber. In order to further promote and popularize its series, BOS has cooperated with the regional podcast aggregator - Podcast.rs, a platform that gathers podcasts from Serbia and the region in one place. In this way, all available BOS podcasts ("The Other Side of the Story", "Dialogue on Change", "Step by Step" and "Hurry Slowly") are combined to increase visibility among local audiences.

THE OTHER SIDE OF STORY

The podcast series "The Other Side of the Story" was realized by the Belgrade Open School in partnership with the Open Society Foundation and initiated a discussion on gender equality, European integration, activism and education. Is the future female, is Serbia a credible partner to the European Union, what does it mean to be functionally literate and what are the achievements of direct democracy? Some of the questions we tried to answer in the episodes are: [The future is female](#), [The European path between hope and realpolitik](#), [Civic activism: democracy in action](#) and [Functional literacy education](#). The guests of the podcast were alumni of the Open Society Foundation, who finished their education abroad and are now dealing with important social issues in Serbia - Zorana Antonijevic, Bojan Elek, Biljana Djordjevic and Aleksandar Bulajic, while the podcast host is journalist Filip Lukic. The total listenership of the series is 393.

DIALOGUE OF CHANGE

Belgrade Open School has launched the [“Dialogue of Change” podcast series](#) in order to initiate a discussion about the (non)existence of dialogue between civil society organizations and public authorities in Serbia. Four episodes have been published so far: Green activism, Civil and public sector: how to establish the partnership, Air pollution and Women's entrepreneurship. The guests of the podcast series were Kristina Urošević from Kreni-promeni, Aleksandra Đurović from BOS, Ana Pecarski from Team 42 and Mirjana Prodanović from EPUS Kraljevo.

STEP FOR A STEP

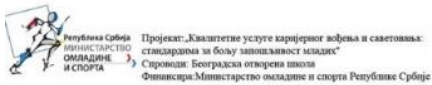
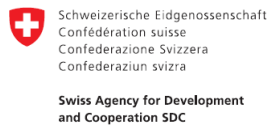
The podcast "[Step for a step](#)" was realized by the students of the 29th generation of the Future Studies, with the goal of encouraging youth activism. From this podcast episode, listeners can learn what it looks like to be involved in activism from an early age, as well as why it is important to be a change makers. The total audience for this podcast episode is 86.

HURRY SLOWLY

Former students of the Belgrade Open School from the XXVII generation have prepared their final works in the form of the podcast "[Hurry slowly](#)". This series consists of 12 thematic episodes, in which students explored topics of interest - civic journalism, marketing, future pensions, Neolithic culture, virtual reality, the impact of the aviation industry on climate change and the impact of popular music on young people. The goal of the podcast was for students to express their opinions, but also to create a final project within the Future Studies through this interesting and innovative form. The total listenership of the series is 1,287.

PARTNERS AND DONORS

- BOS Alumni network
- British Council
- British Embassy Belgrade
- Central European University (CEU)
- EU Delegation to Serbia
- European Bank for Reconstruction and Development (EBRD)
- European Climate Foundation
- European Commission
- European Fund for the Balkans
- Fridrih Ebert Foundation
- German Corporation for International Cooperation GmbH
- German Federal Ministry for Economic Cooperation and Development
- Government of Germany
- Government of Switzerland
- Helvetas Swiss Intercooperation
- Ministry of Youth and Sports of Republic of Serbia
- PartnersGlobal
- Swedish International Development Cooperation Agency (SIDA)
- US Agency for International Development (USAID)



CIVIL SOCIETY ORGANIZATIONS AND MEDIA SUPPORTED THROUGH EXPERT, MENTOR AND FINANCIAL SUPPORT

- A 11 – Economic and Social Rights Initiative
- Agronews
- Arhus Center
- Arhus center Kragujevac
- Association for Local Development Kamenica
- Association for support of children and persons with disabilities and their families - Realno
- Association for supporting people with autism - Bazi Mili
- Association for women's labor rights - Roza
- Association Forum of Civil Action - FORCA
- Association of citizens Ekonaut
- Association of citizens for the Development of Eco-rural Tourism Podunav Bački Monoštor
- Association of citizens Novi put
- Association of citizens Novi put Kraljevo
- Association of citizens Pridruži se, Paraćin
- Association of citizens Somborski omladinski BOOM
- Association of citizens Zeleni talas Čačak
- Association of Landscape Architects of Serbia
- Association of Public Prosecutors and Deputy Public Prosecutors of Serbia
- Association of sports fishermen Deliblatsko jezero
- Association of Students with Disabilities
- Association of the Blind of Serbia
- Association of women at a turning point
- Association of Young Researchers Bor
- Association Okular
- Association Porečje - Vučje
- Bečejsko udruženje mladih - BUM
- Belgrade Centre for Security Policy
- Bujanovačke
- Center "Srce"
- Center for Biodiversity Research
- Center for Contemporary Education and Communication
- Center for Education and Transparency - CETRA
- Center for Experiments in Urban Studies - CEUS
- Center for Investigative Journalism of Serbia
- Center for missing and abused children
- Centre for Contemporary Politics - European Western Balkans
- Coalition for the Development of Social Entrepreneurship
- Consumer protection

- Creativity factory
- Crime and Corruption Reporting Network - KRIK
- DUGA Association
- Ecological association Rzav
- Ecological Society of Sokobanja
- Educational Center Krusevac
- Ekomar
- EKOS Environmental education center - EKOS
- ENECA
- Energy cooperative Elektropionir
- Energy cooperative Sunčani krovovi
- Environment Improvement Center
- European Movement Serbia
- Fake News Tracker
- FoNet
- Human rights committee Valjevo
- Independent Journalists' Association of Serbia - NUNS
- Infovranske
- Institute for Regional Development IRIS
- Institute for Territorial Economic Development
- iRevolution
- Klara and Rosa
- Kraljevo Development Center
- KruševacPress
- Labris
- Libergraf
- Local Response
- Magločistač
- Media Reform Center Niš
- Mental Disability Rights Initiative of Serbia (MDRI-S)
- MentalHub
- Mountain Bicycle Society - Bicycle
- Movement "Tvrđava"
- MultiRadio
- National Association of Civic Education Teachers and Associates
- National Association of Parents and Teachers of the Republic of Serbia
- National Association of Youth Offices
- National Association of Youth Work Practitioners
- National Environmental Association (NEA)
- National Youth Council of Serbia
- Neighborhood activists
- News agency Beta
- Novi Sad Goran Movement
- Novi Sad School of Journalism
- Oblakoder
- Omorika Regional Private Forest Owners Association
- Organization for Development and Democracy Bujanovac

- Original Serbia
- Our own world, our own rules
- Panpress
- Placemaking Western Balkans
- Polekol
- Pro.Tok 21
- Proactive
- Psychosocial Innovation Network - PIN
- Renewables and Environmental Regulatory Institute – RERI
- SE Serbianews
- Sewers of Sombor
- Sinhro
- Society for the Development of Creativity
- Society for the Protection and Study of Birds of Serbia
- Sombor Educational Center
- Sombor Goran Movement
- Sombor Goran Movement - Municipal Board
- SOS Women Center
- Streets for cyclists
- Team 42
- Tijana Jurić Foundation
- Timocki Youth Center
- TV Forum Prijepolje
- UNEKOOP
- Union of High School Students of Serbia
- United branch union Nezavisnost
- Urbanstream
- Uzice Center for Democracy and Human Rights
- Uzice Child Rights Centre
- Voice of Podrinje
- Vojvodina Goran Movement
- Vranjenews
- You need to know/Da se zna!
- Young Farmers of Serbia

PARTNER ORGANIZATIONS AND INSTITUTIONS

- Agency Olaf & McAteer
- Agency Ovation BBDO
- Agency for Sustainable Mediterranean Cities and Territoires (AVITEM), France
- American Chamber of Commerce in Serbia
- Balkan Green Foundation
- Balkan Investigative Reporting Network – BIRN
- CEE Bankwatch Network
- Centre for EU Public Policies
- The International and Security Affairs Centre (ISAC fond)
- Center for Educational Policy
- Center for Free Elections and Democracy
- Center for Social Policy
- Center for Advanced Economic Studies – CEVES
- Environment Improvement Center
- Association of Young Researchers Bor (AYR Bor)
- EcoNomic Expert Community Association
- Eco-awareness, Skopje
- Ana and Vlade Divac Foundation
- Foundation BFPE For a Responsible Society
- Center for Democracy Foundation
- Heinrich Böll Stiftung
- Germanwatch
- SOS Group, France
- Institute of economic sciences
- Institute of European Studies
- Environmental engineers Group
- Mission Locale Marseille, France
- Local response
- International Union for Conservation of Nature
- Olof Palme International Center
- Young Researchers of Serbia
- NGO Atina
- OTP banc
- Partners for Democratic Change
- Priboj Youth Initiative and Civil Sector Association
- Chamber of Commerce, Terrassa, Spain
- ProTok21
- Renewables and Environmental Regulatory Institute (RERI)
- Public Policy Secretariat of the Republic of Serbia
- RES Foundation
- SEE ICT
- SHARE Fondation
- Smart kolektiv
- The Nature Conservancy
- Timok Youth Center
- Croatia Government of the Republic of Croatia Office for Cooperation with NGOs

NETWORK AND MEMBERSHIPS OF BOS IN 2022



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

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

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

Vojvodina) that have decided to work on the development and implementation of ambitious energy and climate policies at the local level. Through its work in the Good Energy Network, BOS contributes to its second strategic goal, the improvement of public policies at the local level. The work of the Good Energy Network also contributes to the third strategic goal, through improving the capacity of local government representatives to effectively implement instruments of sustainable and ambitious energy policy (establishing and improving energy management systems, improving energy efficiency, preparation and implementation of energy efficiency projects, sustainable implementation renewable energy sources, etc.)





Europe Beyond Coal – Initiative of civil society organizations from the European Union, the countries of the Western Balkans and Turkey in order to achieve the goals of the Paris Agreement, the transformation of Europe's energy sector into a low-carbon system and the abandonment of coal as an energy source. The initiative aims to eliminate the negative effects of coal on public health, social, economy and the environment. By participating in the Europe Beyond Coal initiative, BOS contributes to its second strategic goal, through the

improvement of public policies in the field of energy and climate change based on evidence of the negative effects of coal as an energy source and the availability and competitiveness of renewable energy technologies.



Climate Action Network (CAN) Europe - CAN Europe is the leading European coalition of organizations working to address climate change. With over 170 active member organizations, from 38 European countries, representing more than 1,500 NGOs and more than 47 million citizens, CAN Europe promotes a sustainable climate, energy and development policies throughout Europe. This network encourages civil society organizations to influence the design and development of effective policies related to climate change in Europe, both in

the countries of the European Union and in non-member countries. By participating in the work of the CAN Europe network, Belgrade Open School contributes to its second strategic goal, through the improvement of public policies in the field of energy and climate change.

Belgrade Open School has been a member of the **National Youth Council of Serbia** since 2011, and it is also one of the organizations that participated in the founding assembly of KOMS. BOS actively contributes to the work of this organization, which aims to represent the interests of young people by developing partnerships with the state, intersectoral and international cooperation and to encourage active participation of young people in the development of Serbian society. Also, in 2020, BOS became a part of the new Board of Directors of KOMS, and representatives of BOS participated in dialogues with government officials organized by KOMS.



KROYNA ORGANIZACIJA
MLADIH SRBIJE



ASOCIJACIJA
ONLAJN
MEDIJA

Belgrade Open School has been a member of the **Online media association** since 2015 and is also one of the founders. The Online media association aims to develop and promote ethical standards of online reporting, affirmation of free, independent and professional work

of online media and promotion of ethical standards and public interest in the field of public information, as well as strengthening the role of online media in the democratization of society. Also, Belgrade Open School has its representative in the Supervisory Board of the association.



The Council for the **National Qualifications Framework** of the Republic of Serbia is an advisory body of the Government of the Republic of Serbia, which makes recommendations on the process of planning and development of human resources in accordance

with public policies in the field of learning, employment, career guidance and counseling. At the public competition, the representative of BOS was elected for membership in the Council as the only representative of civil society. The Council is chaired by the Ministry of Education, Science and Technological Development

American Chamber of Commerce (AmCham) - In 2020, Belgrade Open School continued its partnership with AmCham through a range of activities, from linking education and the labour market, human resource development to improving the skills of young people and proven leaders. BOS



participated in the drafting of the Agenda of the Committee for Environmental Protection of AmCham for the period 2020-2022, as well as in the initiation of numerous activities for cooperation between these two sectors.



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



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

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



MEMBERSHIPS

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

- Board Advisory Council of Coca-Cola
- Council for the National Qualifications Framework of the Republic of Serbia
- Executive Board of National Youth Council of Serbia
- HR Forum of the American Chamber of Commerce in Serbia
- Inter-ministerial working group for drafting a new Strategy for Public Administration Reform in Serbia for the period 2021 to 2023
- Labor Task Force of the American Chamber of Commerce in Serbia
- Open Data Working Group
- Open Method of Coordination in Adult Education
- Working Group for the Development of the National Qualifications Framework in Serbia the Law on Adult Education
- Special inter-ministerial working group for drafting the Action Plan for the implementation of the Open Government Partnership initiative in the Republic of Serbia for the period 2020 to 2022
- Special inter-ministerial working group for drafting the Strategy for Public Administration Reform of the Republic of Serbia for the period 2021 – 2030 with accompanying Action Plan (Strategy adopted in April 2021)
- Working Group for creating Strategy of Climate Change with Action Plan
- Working group for drafting the proposal of the Employment Strategy in the Republic of Serbia for the period from 2021 to 2026 and the accompanying action plan for employment for the period from 2021 to 2023
- 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 contex
- Working group for work practices
- Youth Council of the Government of the Republic of Serbia
- Youth Policy Lab within the Regional Cooperation Council



EDUCATIONAL PROGRAM FUTURE STUDIES

Belgrade Open School has been developing future initiators and bearers of social change for 30 years through a one-year multidisciplinary program for selected, best students from various faculties of different Belgrade universities. Although they come from different faculties, what is in common to all students of Future Studies educational program is the desire for achieving additional knowledge and skills, that is, the motivation to find out and learn something more.

The Alumni network, 1323 exceptional persons, who are successful individuals initiating changes in the public and business sector, in Serbian and international academic community, and who remain involved in numerous activities of BOS, speak the most about the exceptional importance of this program.

The program is intended for final year of bachelor studies and master academic studies students who are dedicated to continuous personal and professional development. In this light, students enroll in this educational program in order to develop the knowledge and skills they already possess, but also to acquire completely new knowledge and skills. The variety of topics covered in the program provides it with the quality of being multidisciplinary. The Future Studies program is constantly being improved and aligned with the needs of young, ambitious people and modern tendencies in education. Each important news is being published on the website of [Future Studies](#), as a subsite of the Belgrade Open School. The one-year multidisciplinary Future Studies program consists of:

- [Modules of knowledge and skills:](#)
- Future of the State and Society;
- Skills for the Future;
- Classroom 4.0;
- Looking towards Europe;
- [Internship program](#);
- [Alumni2Students mentoring program](#);
- Writing the final project.

The educational program is funded by the Belgrade Open School and also with the donations from the Alumni network. In 2022, the spring semester of the academic year 2021/22 was financed by BOS, while the autumn semester of the academic year 2022/23 was financed with the help and support of Alumni donations collected as part of the fifth Alumni donor party held on November 16, 2022.

In 2022, two semesters of the educational program were realized:

- Second semester of academic year 2021/22 for 10 students of the XXIX generation, which lasted from January 26 to May 9, 2022;
- First semester of academic year 2022/23 for 20 students of the XXX generation, which lasted from October 15 to December 23, 2022.

During 2022, four knowledge and skills teaching modules and the Alumni2Students program were organized for a total of 30 students of the Future Studies educational program. In this period, the following was organized: 52 lectures and workshops within the knowledge and skills modules and in the form of special lectures, 6 psychological workshops and 2 Students2Students lectures. Eight final projects have been prepared (six academic essays, one policy paper, one case study), and the mentioned shall be published in the Collection of Essays of the XXVIII and XXIX generations of students of the Future Studies educational program. A total of 10 students of the XIX generation participated in the implementation of the internship program, and they have acquired knowledge and skills necessary participation in the labor market, while the implementation of the internship program in 2023 was agreed for all 20 students of the XXX generation.

Second semester for the XXVIII generation of the educational program Future Studies (academic year 2020/21)

Students of the XXIX generation have, in 2022, had the opportunity to listen to and participate in lectures within the learning modules [Classroom 4.0](#) and [Looking towards Europe](#); as well as to participate in internships, mentoring programs and to write final projects.

Module Classroom 4.0

The aim of the module is to familiarize students with 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 provided students with the opportunity to learn about the complex relations 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, astronomy, new technologies, medicine, the information society and new media.

Module Looking towards Europe

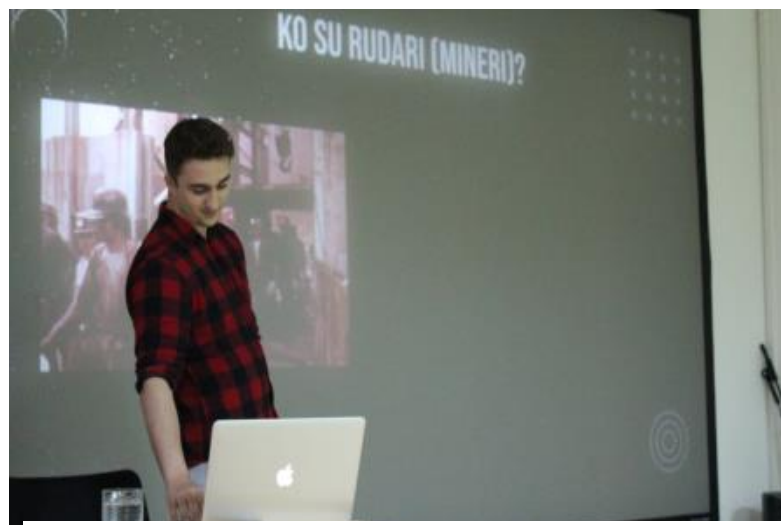
The aim of the module is to enable students to critically consider the future directions of development of the European Union. Through a multidisciplinary approach to each of the topics during the module, students engage with discussions about the existing projections of EU development, including different scenarios of development of the most important practical and political processes in the EU.

A total of 35 lectures and workshops were held within the knowledge and skills module, as well as through special lectures, training for writing policy papers, academic essays, and case study preparation. In addition, extracurricular activities such as literary and film evenings were held, and an Info session on CEU programs, academic and career counseling was also organized as part of the program and provided by Marija Milosavljević, career counselor of the Belgrade Open School.



Special lecture Leadership comes in all shapes and forms held by CocaCola HBC director Svetoslav Atanasov

In the spring semester of 2022, 2 [Students2Students](#) lectures were organized. In these lectures, students of the current generation prepare a lecture for the other participants of this program. The main idea is that students get the opportunity to exchange their knowledge and skills with each other, in the form of interactive and carefully prepared lectures. The topics covered in the Students2Students lectures are: [Political culture – example of Serbia](#), prepared by student Nikola Ilić and [Black and Gold – Good and bad sides of blockchain technology](#), prepared by student Nikola Pavlov.



The lecture Black and Gold - The Good and Bad Sides of Blockchain Technology was held by Nikola Pavlov as part of the Students2Students program

In May 2022, a visit of students to Sremski Karlovci was organized as part of the Future Studies educational program. Through this one-day trip, the students had the opportunity to get to know each other, but also to get to know the sights of this city.

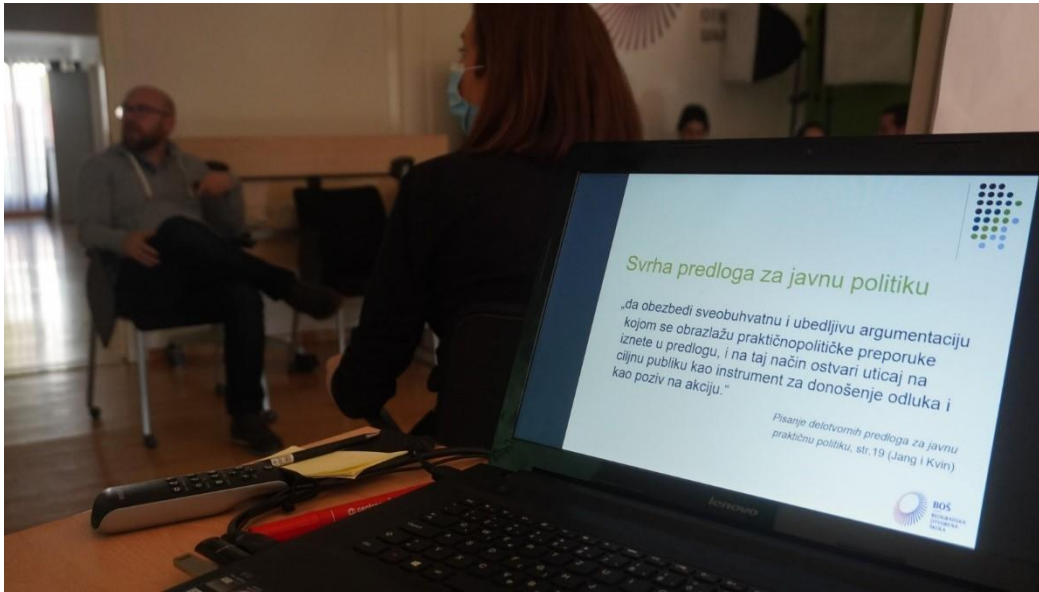


Visit to Sremski Karlovci - students of XXIX generation

Through the implementation of the internship program, all students of the XXIX generation completed internships in partner organizations and institutions, in the period from November 2021 to September 2022. The goal of the internship program is to prepare students for the world of work and to help them acquire competencies that are in demand at labor market. Students had the opportunity to, in cooperation with a mentor from a given company and institution, complete an internship program in the following organizations and institutions, including the Belgrade Open School: Olaf&McAteer Agency, Institute for European studies, Center for International and Security Affairs (ISAC Fund), Heinrich Böll Foundation, OTP Bank, Center for Free Elections and Democracy (CeSID).

In 2022, all students of the XXIX generation successfully completed the Alumni2Students mentorship program where they had the opportunity to receive professional and personal guidance from prominent members of the BOS Alumni network, which numbers more than 1,300 people from the business, civil and public sectors.

When it comes to writing final projects, all 10 students successfully wrote final projects through one of three forms □ a case study, a policy paper or an academic essay, and for each form of the final project they had the support and help of representatives of BOS. When it comes to policy papers, mentors to students were Vladimir Pavlović and Aleksandra Đurović, the case study mentors were Ognjan Pantić, Aleksandra Zdravković and Milica Matanović, while the mentor when it came to academic essays was Pavle Nedić.



Training for writing a policy paper organized by Vladimir Pavlović, senior policy advisor and Aleksandra Đurović, advisor for research, monitoring and evaluation

Semester evaluations of students indicate that the vast majority of students were extremely satisfied with the lectures in the spring semester of the academic year 2021/22, and would enroll at the program again and recommend it to colleagues.

The [awarding of diplomas](#) to students of the XXIX generation of the Future Studies educational program was held as part of BOS's annual Move.Link.Engage. conference, thus students of the XXIX generation became part of the largest Alumni network in Serbia.



Awarding of the diplomas to students of XXIX generation of Future Studies

The first semester of the XXIX generation of the Future Study educational program (academic year 2022/23)

The [campaign for the enrollment](#) of the XXX generation of the educational program included a campaign on social networks, posters at faculties, but also almost 20 presentations that were held at numerous faculties of the Belgrade universities, as well as in several student organizations.

Through such presentations, participants, that is, students, had the opportunity to learn all the details about the application and selection process, but also about all aspects of the Future Studies educational program. The info day, which was held in the premises of BOS, was attended by participants of the XXIX generation who spoke a little more about the different aspects of the Future Studies, but also shared their personal experience and impressions during the program.

After the implementation of the campaign in [two enrollment rounds](#) in the period May – September 2022 and the candidate selection process, 20 students, i.e., XXX generation was selected and these students have, in the second half of 2022, successfully completed the autumn semester of the Future Studies educational program. The autumn semester lasted from October 15 to December 23, 2022.

Students come from nine different faculties, four from the Faculty of Political Sciences, two from the Faculty of Philology, six from Faculty of Philosophy, three from the Faculty of Law, and one from the following faculties: Faculty of Medicine, Faculty of Pharmacy, Faculty of Agriculture, Faculty of Organizational Sciences and Faculty for informatics and computing.

Students of the XXX generation in 2022 had the opportunity to listen to and participate in lectures and workshops organized in the teaching modules [Future of the State and Society](#) and [Skills for the Future](#).



The autumn semester started with a lecture by Bojana Jevtović entitled Creating opportunities in the future

Module Future of the State and Society

The aim of this module is to prepare students for changes and acquaint them with current events with an emphasis on social, economic, and political factors shaping state and society, including individual positions. Through interactive lectures, students gain knowledge on topics related to the development of the modern world, the processes of sustainable development and climate change, the relation between the state, society and social activism. This module aims to develop and strengthen critical thinking.

Module Skills for the Future

The aim of the module is to provide students with the opportunity to acquire skills that will increase their employability and competitiveness in the labor market. Students will have the chance to further develop acquired skills during the internship program or within their first job. This module, in addition to offering the skills necessary for the 21st century, empowers students to become leaders of the change in their respective environments.

Internship program

During 2022, an internship program was agreed upon for students of the XXX generation, and shall be implemented during 2023. When it comes to organizing the internship program in the autumn semester of the academic year 2022/2023, individual consultations were organized with each of the students regarding the internship program, and in order to gain insight into the professional goals of the students through a personalized approach and to choose the best organization or institution to carry out the internship program in agreement with the students.

Alumni2Students mentorship program

When it comes to the Alumni2Students mentorship program, in the autumn semester of the academic year 2022/2023, individual consultations were also organized with each of the students in order to connect each of them with a mentor who can help them the most in their personal and professional development. Among the mentors participating in this year's Alumni2Students mentorship program are 7 mentors who are in this role for the first time and 13 mentors who have participated before.

Program Committee of the educational program Future Studies

In September 2022, new members of the Program Committee were selected from Alumni network – Tamara Vlastelica, associate professor at the Faculty of Organizational Sciences, Mijat Barjaktarević, an expert on employee experience at OTP Bank, as well as Pavle Nedic, a researcher intern at the Institute of International Politics and Economics. The members of the Program Committee are also Marinko Vučinić, Dobrivoje Lale Erić, and Mina Kuzminac. The Program Committee had several meetings during the autumn semester of the academic year 2022/2023 and based on a careful analysis of the results from previous years, the members have jointly designed a program for the jubilee, XXX generation.

Alumni Network and Alumni Board

In 2022, Alumni of the Belgrade Open School were involved in numerous activities regarding Future Studies. They are lecturers on the program, members of the Program Committee, but also mentors in the Alumni2Students mentorship program.



The Alumni2Students program was implemented in 2022 for the XXIX and XXX generations of students; in total, 25 mentors participated in this program in 2022.

The Alumni Board is a separate body within BOS's Alumni network and it consists of elected representatives of all generations and programs of the Belgrade Open School. The Alumni Board meets on a monthly basis and considers opportunities for additional cooperation, networking and organization of events and activities. In 2022, a total of 2 Alumni lectures were held – Zorana Antonijević's lecture [How crises affect gender equality?](#) in online form, as well as Peca Popović's lecture Rock Star – then and now, which was held in hybrid form. The novelty that was introduced refers to the Alumni monthly newsletter. Namely, the idea of the Alumni monthly newsletter is that, through different sections, the Alumni members themselves can get to know each other better, but also have the opportunity to become better acquainted with the activities and projects of BOS. In this light, the Alumni monthly newsletter has three sections – the Meet the Alumni section, the What's Happening in BOS section and the News section.

Certainly, the key Alumni event that connects Alumni, i.e., those who have already completed the program with the students of the current generation, is the Alumni donor party. Through their donations, Alumni support the further development, improvement and innovation of the program. In this light, the [fifth Alumni donor party](#) was held as part of the Move.Link.Engage conference, on November 16, at the Mona Plaza Hotel. Since the Alumni donor party followed immediately after the awarding of diplomas to students of the XXIX generation, those present had the opportunity to meet and welcome these students of the XXIX generation, but also to socialize and connect with each other. There were over 60 Alumni members at the fifth Alumni donor party and a record number of donations was collected.

Contribution to the development of human resources

The Future Studies educational program continues to exist and develop as a unique program that provides knowledge and skills to young initiators of change today and in the future. On the one hand, it has a long tradition of 30 years in which the program continued to exist and develop independently of, and often against, numerous challenges. On the other hand, the program remains special, different and unique because it is constantly changing and developing, and it recognizes changes and creates leaders of such changes. The fact that the Alumni network consists of over 1,300 excellent individuals, who hold important positions in all sectors of society, speaks best of the results of the program. However, what is unique to this network is the continued commitment and involvement of BOS Alumni members in numerous other activities of BOS, especially in the development and implementation of the Future Studies program.

ACADEMIC COUNSELING

Belgrade Open School has been implementing an academic counseling program since 2002 - informing and advising students on study abroad opportunities, administering and promoting scholarship programs, with the aim of contributing to human resources development and higher education reform in Serbia by increasing academic mobility.

While implementing the program of academic counseling, BOS strengthens the capacities of the academic community in Serbia by doing the following activities:

- Informing candidates about the possibilities of academic training and studying abroad;
- Individual and group counseling for the selection of higher education institutions and study programs, as well as for the development of applications for studies abroad;
- Presentation of study programs abroad at higher education institutions and educational fairs;
- Administration of scholarship programs for undergraduate, master's and doctoral programs at the Central European University in Vienna.

Through student recruitment campaigns individual and group counsellings on scholarships, BOS raises the capacity of young people for academic mobility and mediates in awarding scholarships to the best students from Serbia.

Achievements:

- As part of BOS campaign, 130 students from Serbia expressed their desire to enroll in basic, masters or doctoral studies at the Central European University (CEU) in the academic year 2022/2023.
- A total of ten students from Serbia received scholarships from the Central European University for basic, masters and doctoral study programs at this university in the academic year 2022/2023.

During 2022, BOS held two events with the aim of providing support in the field of academic counseling aimed at students who are interested in study programs at CEU, as well as five individual academic counseling sessions. During February 2022, a presentation of studies at CEU was held at the event "I want or don't like that faculty", while in March 2022, a presentation of the master's program at CEU was held for students of Future Studies. A preparatory session was held for students attending CEU in the academic year 2022/2023, which was attended by three students and alumni.

Central European University – CEU

In the past year, BOS mediated the administration of scholarships for eight students from Serbia who were given the opportunity to attend basic, master's and doctoral studies at this university in the academic year 2022/23, all in cooperation with CEU. In 2022, BOS implemented an online promotional campaign for the promotion of competitions and programs for basic, masters and doctoral studies at the Central European University, bearing in mind the epidemiological situation caused by the COVID-19 virus. The goal of cooperation with CEU is to inform interested high school students and students from Serbia about the scholarship programs of this university, as well as to get help when applying for studies, and adequate preparation before going to study.

As part of activities and cooperation with CEU, more than 25 individual and 5 group counseling sessions were held, through which interested individuals could receive additional information and support for applying to CEU programs. In 2022, two webinars were held with representatives and current CEU students who shared their study experience and answered additional questions from interested students. The project team also held a preparatory session with alumni and students who started their studies at CEU in October, where the alumni shared tips and recommendations on how to most effectively fulfill all obligations during studies, as well as for all necessary administrative processes.

Activities:

- Two events where study programs at CEU were presented in order to prepare applications for studies at CEU, held on February 14, 2022 and March 9, 2022;
- Preparatory online session for students attending CEU in academic year 2022/2023. year, which was attended by three future students and one alumni, on August 11, 2021.
- 5 online individual consultations were organized with students interested in studies at CEU and available in the period from January to October 2022.

Achievements:

The implementation of the aforementioned activities within the framework of cooperation with CEU raised the level of information among students about the possibilities of studying abroad, which contributed to the interest of students in raising their own capacities through further academic training.

Contribution to the development of human resources

By implementing activities in the field of academic counseling, BOS contributes to raising the capacity of interested students and young professionals for the development of knowledge and skills through academic training at prestigious higher education institutions abroad. In addition, BOS actively monitors the development of higher education policies in Serbia, as well as at the European level, striving to encourage the exchange of educational resources and the mobility of young people. BOS also recognizes the social capital accumulated in the alumni network consisting of students and graduates from Serbia who studied abroad.

CAREER COUNSELING

The goal of career counseling is to empower individuals to make informed decisions regarding career development. Online career counseling on the BOS Career portal is a constantly available service for all interested visitors of the portal who have doubts about the further development of their career.



The questions in the career counseling center at BOS Career in 2022 were promptly answered by a team that went through career information training and online career counseling through:

- Close to 200 individual consultations;
- A total of 797,175 visits and 299,712 users in 2022 on the BOS Career portal;
- Total number of registered members by 2022 is more than 55 thousand young people.

Through online career counseling and informing for individuals via the BOS Career portal, 193 individual online career counseling sessions were carried out, i.e. 170 emails containing information and counseling were sent in response to the questions and dilemmas of the users. Also, 20 individual consultations were carried out. Also, 299,712 visitors to the BOS Career website received information related to education (higher education institutions in Serbia, including private and state colleges and universities), occupations (required formal education, occupation description, and average salaries for a specific occupation), writing a CV and career management.

Those interested had the opportunity to receive information related to education (higher education institutions in Serbia, including private and state colleges and universities), occupations (required formal education, job description, and average salaries for a specific occupation), CV writing and management career.

Contribution to the development of human resources

Through the implementation of career counseling services, BOS contributes to raising the capacity of young and adult individuals to improve their career management skills. In addition, BOS actively supports both career practitioners and anyone interested in the field of career counseling by providing adequate resources and mentoring support.



ENERGY, CLIMATE AND ENVIRONMENT

Belgrade Open School contributes to a responsible environmental policy, which is based on public participation in the decision-making process and partnership between civil society, the private sector and public institutions. Our goals include a preserved environment and improved public health and quality of life, which we strive to achieve through successful implementation of the 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.

In the field of environmental protection and preservation, BOS actively advocates and supports:

- Access to information and full participation of citizens in the decision-making processes;
- Compliance with the Aarhus Convention and the adopted horizontal EU legislation in the field of environment;
- Involvement of the public in the early stages of the decision-making process – the stages of defining the problem and selecting the most favorable options;
- Local communities capable of meeting the challenges of climate change and protecting the environment and natural resources;
- Decarbonization of the energy sector - energy production with low greenhouse gas emissions;
- Affordable energy for the energy sector, businesses, and citizens;
- Creating local development policies in line with the specific needs of local communities, with full participation of citizens;
- Initiation of a comprehensive social dialogue on the 2030 Agenda and the goals of sustainable development in the field of environmental protection.

Activities and achievements in the program area Energy, Climate and Environment for 2022 relate to:

- Organization of 3 workshops for 69 participants, 10 public events with more than 180 participants, designing and implementing 11 trainings, for more than 180 participants present, as well as organization of 1 conference and 2 round tables in the presence of more than 80 people;
- Organization of a regional meeting, with the presence of 47 participants, as well as two focus groups for 11 participants;
- Participation in various media formats – team members participated in 8 TV shows, radio shows and 3 podcasts;
- Publication of 11 articles in electronic and printed newspapers;
- Creation and dissemination of 3 editions of the newsletter *SDGs for All Platform*;
- Publishing of 6 publications, as well as 1 educational online course;
- The program team actively participated in the processes of drafting and adopting public policies and public policy instruments in the field of environmental protection, energy and climate change (writing comments on planning documents, participation in public debates, working groups, consultative meetings with competent authorities, etc.).

During 2022, the activities of BOS within the Energy, Climate and Environment program area were implemented through 10 projects. The events organized by BOS within the program area Energy, Climate and Environment in 2021 were attended by over 550 representatives of public sector, civil society, businesses, international partners, the media, academics and individuals.

As a member of Coalition 27 (network of civil society organizations) Belgrade Open School participated in the preparation of the ninth Chapter 27 Shadow Report, which covers the area of environmental protection and climate change. The report, entitled "Chapter 27 in Serbia: One step forward, two steps back", was published in October 2022. BOS has contributed to the development of three chapters within this report - Horizontal Legislation, Climate Change and Air Quality.

During 2022, members of the team within the program area Energy, Climate and Environment of BOS, participated in the following processes of public hearings, by sending comments on relevant documents and/or participating in public presentations:

- Draft Law on Environmental Impact Assessment;
- Draft law on Strategic Environmental Impact Assessment;
- Draft Strategy for the Development of the City of Belgrade until 2027;
- General Urban Plan for the City of Belgrade until 2041;
- Proposal for a policy concept paper for the reform of spatial and urban planning.

Belgrade Open School is included in 4 working groups of Ministry of Mining and Energy and Ministry of Environmental Protection:

- 1) Working group for monitoring the implementation and management of the process of drafting and adopting the new Energy Development Strategy of the Republic of Serbia until 2040 with projections until 2050 and the Program for implementing the Strategy and drafting a report on strategic impact assessment of the Energy Development Strategy and drafting a strategic assessment report on the impact of the Program for the Implementation of the Energy Development Strategy on the environment;
- 2) Working group within the IPA 2017 project "Further development of energy planning capacity", under which the National Energy and Climate Plan of the Republic of Serbia for the period 2021 to 2030, with projections until 2050 (NECP), will be developed;
- 3) Working group for monitoring the implementation of the Project "Diagnostics of just transition: Serbia";
- 4) Working group for the development of the National Environmental Protection Strategy with the associated Action Plan.

Research activities on the following topics were conducted:

- Localization of the 2030 Agenda;
- Public opinion in local communities on the topic of just energy transition and opportunities for alternative economic development;
- Effectiveness of the participation of civil society organizations and citizens in the creation and monitoring of public policies in the field of the environment - the perspective of representatives of the public sector and the expert community.

Within the program area Energy, Climate and Environment, following ten projects were Implemented:

- 1) Green Incubator – Development of a competent civil society to support the application of the acquis of the European Union in the field of environment;**
- 2) Public Finance Reform – 2030 Agenda: SDGs for all Platform;**
- 3) Local actors for clean energy and air;**
- 4) Energy cooperatives;**
- 5) Balkans United for Clean Air;**
- 6) Volvox- Stronger involvement of civil society in environmental policy making and monitoring;**
- 7) Civil society regional meeting;**
- 8) Together for the Environment;**
- 9) Civil Society for Energy Transition;**
- 10) Energy transformation and decarbonization in the Western Balkan.**

GREEN INCUBATOR - Development of a competent civil society to support the application of the acquis of the European Union in the field of environment

In cooperation with Young Researchers of Serbia and Environmental Protection Engineers, Belgrade Open School implemented the three-year project "Green Incubator". The project aimed to contribute to the strengthening of the capacity of civil society organizations that deal with environmental protection issues, especially for monitoring the European integration process of the Republic of Serbia, the nurturing of local informal groups, as well as exploring the potential and make recommendations for the socio-economic development of local communities on the principles of the green (circular) economy. The project is being implemented in the period from January 1, 2020 to December 31, 2022. The overall objective of the project is to develop a competent civil society that contributes to the reform processes and the integration of Serbia into the EU. The specific objectives is to strengthen the capacities and increase the effectiveness of civil society in Serbia in solving challenges in the field of environmental protection and socio-economic development.

Activities during the third year of the project:

- Improving and presenting the methodology for monitoring the process of implementing environmental policies at the local level.
- Development and publication of "Green maps", documents that show how much local self-governments in Serbia are committed to the protection of policies and regulations in environmental protection.
- Publishing the Coalition 27 Shadow Report and local civil society organizations' reports';
- Organizing Green Talks as thematic discussions with the participation of various stakeholders;
- Conducting research on potentials for socio-economic development of local communities.

Results after the second year of the project:

- Improved and presented Methodology for monitoring public policies in the field of environmental protection at the local level.
- Coalition Resource Center 27 developed and presented, a system of professional assistance and mentoring by Coalition members to selected organizations and informal groups in the field of environmental protection
- Six Green Talks held and one networking event representatives of civil society, the donor community, decision-makers and private sector.
- 12 studies on the potential for socio-economic development of local communities were published and 3 presentations of study results were held.

Contribution to the improvement of public policies

The project "Green Incubator - Development of competent civil society to support the application of the acquis of the European Union in the field of environmental protection" has contributed in 2022 to the achievement of the second strategic goal of the Belgrade Open School, the improvement of public policies, through the involvement of the public in monitoring the process of application of the acquis of the European Union from the field of environmental protection and climate changes and through increasing the transparency and availability of information on the quality of the environment at the local level.



Green talks, Belgrade, June 17th 2022

Public Finance Reform – 2030 Agenda: SDGs for all Platform

The project Public Finance Reform – Agenda 2030: SDGs for all Platform is implemented with the aim of establishing dialogue between numerous members of society, representatives of various social groups, both from the non-governmental sector and decision-makers, on the implementation of the 2030 Agenda, through the Platform SDGs for All. The Platform seeks to recognize the development priorities of society in relation to the Sustainable Development Goals, map the shortcomings in Serbia's readiness to implement the Agenda and actively advocate for better implementation of the Agenda in the coming period. The platform is divided into three dimensions dealing with economic, social and environmental issues. The project partners are Belgrade Open School, Foundation BFPE For a Responsible Society, Center for Advanced Economic Studies, Ana and Vlade Divac Foundation, Center for Democracy Foundation and Timok Youth Center and Smart kolektiv, while the implementing partner is the German Organization for International Cooperation (Deutsche Gesellschaft für Internationale Zusammenarbeit - GIZ). The first phase of the project lasted until July 31st, 2022. year, while the second phase began on October 1st, 2022 year and will last until May 31st, 2025.

Activities:

- Research on Serbia's readiness for implementation of the 2030 Agenda in Serbia;
- Establishment of a society-wide dialogue on current processes related to the public participation processes in the field of environmental protection;
- Implementation of the E-learning program on the 2030 Agenda;
- Support to civil society organizations at the local level for participation in the process of drafting and monitoring the implementation of Local Development Plans in the field of environmental protection;
- Contribution to the creation of local development plans in the field of environmental protection;
- Informing the public at the national and local level about the 2030 Agenda and the Sustainable Development Goals in the field of environmental protection.

Results:

- The report titled "Serbia 2030: Does Serbia Govern Its (Sustainable) Development?";
- A meeting with representatives of decision-makers was held, where the report "Serbia 2030: Does Serbia Govern Its (Sustainable) Development?" was presented, with the presence of 21 participants;
- "Analysis of the process of public participation in the adoption of the Spatial Plan of the Republic of Serbia from 2021 to 2035," with recommendations for decision makers was published;
- Policy brief "how to ensure the effective participation of civil society organizations in the adoption of the environmental laws - the case of the Law on amendments to the Law on Nature Protection" with recommendations for decision makers was published;
- Contribution to the Development Plan of the City of Bor in the field of environmental protection was sent to decision-makers;
- Two reports in Bor about local development priorities and challenges in the field of environmental protection were filmed, published and promoted;
- Panel "Energy transition - a chance for recovery" on the project conference "Agenda 2030 - Together towards a sustainable future" was held;
- Online course on sustainable development goals in the field of environmental protection was recorded, published and promoted;
- 40 meetings with partner organizations were held.

Contribution to the improvement of public policies

The implementation of this project contributed to the realization of the second strategic goal of BOS - improvement of public policies, through mapping the shortcomings for the implementation of the 2030 Agenda, defining priorities and making recommendations for improving this process, intended for decision makers. In addition, the implementation of this project contributes to the achievement of the third strategic goal, raising the capacity of local organizations for understanding and monitoring the implementation of the 2030 Agenda, as well as the inclusion of Sustainable Development Goals into local public policy documents.

Local actors for clean energy and air

The project represents a continuation of cooperation that began before November 30, 2022, and will continue in 2023. The project's long-term focus is on the development of public policies that enable a just transition to clean energy.

The central part of the project involves monitoring and participating in decision-making processes that are important for Serbia's energy transition. The project also includes research activities that focus on various aspects of the energy transition. Additionally, the project aims to gather interested parties and support dialogue on a just energy transition.

The project has a special line of activities that aim to expand and maintain the civic network for measuring air quality. The project also aims to raise awareness of air pollution as an introductory part of the discussion on a just energy transition."

Activities:

- Expansion of the citizen air quality monitoring network;
- Organization of meetings with activists from various regions of Serbia who are working on improving air quality in their respective areas;
- Development of applicable models for citizen monitoring of industrial pollution;
- Organization of a round table on the subject of industrial pollution;
- Providing work support to organizations dealing with air quality in different local communities;
- Participation in the work of three Working Groups initiated by the Ministry of Mining and Energy;
- Organization of a conference on air quality;
- Conducting research on the topic of just transition and the potential of economic development in Lazarevac and Obrenovac;
- Organization of the meeting with activists from Požarevac and Lazarevac, and activists from the region working on the topic of just transition;
- Organization of public consultations of civil society regarding the preparation of the Integrated National Energy and Climate Plan (NECP);
- Participation in the exchange program within the Coal Regions in Transition Platform, launched by the European Commission;
- Drafting and sending comments on relevant documents.

Results:

- Citizen air quality monitoring network expanded to more than 45 local communities, of which 10 new communities were included in 2022;
- Analysis of data obtained from the citizen air quality monitoring network presented;
- Public event on the topic of air quality, results of citizen air quality monitoring and public health organized;
- Meetings and support provided to organizations dealing with the problem of air pollution locally;
- Organized two meetings and exchange of experiences among activists dealing with air quality in their local communities;
- Two sensors for monitoring industrial pollution acquired;
- A sensor for monitoring industrial pollution was installed in Surdulica;
- A round table on the topic of industrial air pollution was organized, in which activists from different cities of Serbia, experts in air quality and public health, as well as representatives of the environmental protection inspection participated;
- A public dialogue was launched on the occasion of the preparation of the Integrated National Energy and Climate Plan (NECP);
- Comments on the Integrated National and Climate Plan (NECP) prepared and sent;
- Two focus groups, in Lazarevac and Obrenovac, organized as well as a conversation with representatives of the Belgrade Chamber of Commerce, on the topic of a just transition in these municipalities and the possibility of developing an economy not reliant coal;
- Comments on the document "Just transition Diagnostics" prepared and sent;
- A meeting was held between activists from Lazarevac and Požarevac, with activists from the region dealing with a just transition in Macedonia, Bosnia and Greece.

Contribution to the improvement of public policies

The "Just Energy Transition in Serbia" project contributes to the achievement of the second strategic goal of the Belgrade Open School, the improvement of public policies, through raising awareness of air pollution in numerous local areas in Serbia, involving the public and starting a dialogue on planning documents in the field of air protection, analysis and participation in the processes of adopting new documents concerning air quality and just energy transition, as well as starting a dialogue on legislative and strategic documents in the field of energy transition.

Energy cooperatives

Through cooperation with the first energy cooperatives established in Serbia, "Elektropionir" and "Suncani krovovi", the Belgrade Open School launched this project, which aims to provide support to energy cooperatives in the process of building a solar power plant. The project was implemented in 2022 and will continue in 2023.

As part of the project, energy cooperative members analyzed recently adopted documents with expert support, increased their capacity in planning and establishing cooperative solar power plants, and engaged citizens in operating those power plants. The project will continue to focus on supporting the work of existing energy cooperatives in Serbia in the upcoming year.

Activities:

- Designing and creating a guide for setting up a solar power plant owned by an energy cooperative;
- Designing and establishing a website for presenting the guide;
- Defined three case studies that were analyzed throughout the project;
- Participation in the workshop on the potential of establishing "Agregation";
- Organization of the workshop on establishing a community of renewable energy sources within the residential block;
- Monitoring current events on the subject of prosumers and submitting opinions and comments to the Ministry of Mining and Energy;
- Participation in the annual conference of the Network of Good Energy;
- Organization of the final conference and presentation of the results of the work during the project.

Results:

- Designed and established a website to display the guide for setting up a solar power plant owned by energy cooperatives;
- Texts for the guide prepared;
- The concepts of the three case studies elaborated and presented in the texts for the guide;
- A workshop was held for interested residents of residential blocks in New Belgrade, on the possibilities of establishing an energy community;
- Work results and plans for the establishment of a new cooperative solar power plant, presented at the final conference in Šabac;
- The results of the work on the project and the potential of joining energy cooperatives were presented at the annual conference of the Network of Good Energy.

Contribution to the improvement of public policies

The "Energy Cooperative" project contributes to the realization of the second strategic goal of the Belgrade Open School, the improvement of public policies, through the analysis of recently adopted laws in the field of renewable energy sources, the presentation of conclusions to the public and the creation of suggestions for their improvement, as well as to the third strategic goal, through the capacity building for the representatives of energy cooperatives.

Balkans United for Clean Air

The project "Balkans United for clean air" was launched by the European Fund for the Balkans. Through this campaign, the Belgrade Open School implemented coordinated activities together with other partners from the Western Balkan countries. The goal of the "Balkans United for Clean Air" campaign was to inform the citizens of the Western Balkans about the causes and consequences of air pollution, as well as about possible solutions that would improve air quality. This project is a continuation of the project of the same name, which ended in April 2021, and was completed by May 2022.

Activities:

- Drafting of the text about the Green Agenda for the Western Balkans, which emphasizes the importance of implementing this document for the region, with a focus on the citizens' angle, as well as writing the script for the video material that will be used in the campaign within this project;
- Updating the analysis on monitoring of the air pollution in the Balkan region and informing citizens;
- Promotion of the materials created during the campaign, on social networks and in media;

Results:

- Text about "Monitoring and informing citizens about air pollution" prepared;
- More than 50,000 people reached through campaign posts shared through social media.

Contribution to the improvement of public policies

The "Balkans United for Clean Air" project contributes to the achievement of the second strategic goal of the Belgrade Open School, the improvement of public policies, through raising awareness of air pollution.

VOLVOX- STRONGER INVOLVEMENT OF CIVIL SOCIETY IN ENVIRONMENTAL POLICY MAKING AND MONITORING

In partnership with Young Researchers of Serbia and Renewables and Environmental Regulatory Institute, Belgrade Open School is implementing a two-year project named "VOLVOX- Stronger involvement of civil society in environmental policy making and monitoring", in the period from January 1, 2020 to December 31, 2023. The project aims to streamline the transformative power of EU integration process and the Green Agenda for the Western Balkans into environment and climate change reforms in Serbia.

The specific objective is to develop competent civil society capable to act as credible partner to public authorities in environmental policy development and to perform effective independent oversight of strategic decision making and investment processes.

Activities:

- Conducted research on the effectiveness of the participation of civil society organizations and citizens in the creation and monitoring of public policies in the field of the environment - the perspective of representatives of the public sector and the expert community;
- Conducting consultations on key strategic and legislative documents in the field of environmental protection and climate change;
- Creating a knowledge base for informed participation processes of citizens, civil society organizations and activists;
- Public advocacy and media campaign for transparent and participatory policy-making processes;
- Determining the effectiveness of civil society participation in participatory mechanisms;
- Developing and applying innovative tools with the aim of increasing the participation of citizens based on the principle of learning-by-doing, which will create cooperation;
- Examining the responsibility of state authorities and companies in relation to plans and projects with a high potential negative impact on the environment;
- Development of a database from judicial practice in the field of environmental impact assessment and strategic environmental impact assessment.

Results:

- Established innovative practices of informed and inclusive public participation in decision-making and policy-making processes in the field of environmental protection and climate change;
- Strengthened capacities of civil society organizations, activists and citizens to participate in formal participatory mechanisms for making strategic and legislative decisions;
- Established independent supervision over preventive environmental protection mechanisms (Environmental impact assessment, Strategic environmental impact assessment and inspection supervision) in connection with plans and projects with high potential negative impacts on the environment;
- Strengthened capacities of local communities to effectively defend their interests in environmental impact assessment and strategic environmental impact assessment processes.

Contribution to the improvement of public policies

The Project “VOLVOX- Stronger involvement of civil society in environmental policy making and monitoring” contributes to the achievement of the second strategic goal of the Belgrade Open School, the improvement of public policies, through the implementation of consultative processes on key strategic and legislative documents in the field of environmental protection, as well as raising awareness on a transparent and inclusive decision-making process in this area. In addition, the project contributes to the achievement of the third strategic goal of the Belgrade Open School, capacity building, through strengthening the capacity of representatives of civil society organizations and activists for monitoring and involvement in decision-making processes in the field of environmental protection and climate change.

Civil Society Organization Regional Meeting

"Civil Society Organizations Regional Meeting" is a semi-annual meeting organized by the Bankwatch and the European Climate Foundation. The autumn meeting in 2022 was organized with the support of BOS, in Belgrade – that was attended by more than 45 participants.

Contribution to the improvement of public policies

The "Civil Society Organizations Regional Meeting" project contributes to the achievement of the second strategic goal of the Belgrade Open School, the improvement of public policies, through strengthening cooperation with partners from the region and further developing joint advocacy activities.

Together for the Environment

Together for the Environment project aims to improve the protection of the environment and biodiversity in Serbia. The project is implemented by the Belgrade Open School in cooperation with partner organizations: the Economic Expert Community Association (ENECA), the International Union for Conservation of Nature (IUCN), the International environmental organization The Nature Conservancy (TNC), and Young Researchers of Serbia (YRS). The project runs from September 1, 2022, to August 31, 2027.

The goals of the project are to strengthen the management capacity of protected areas of nature, improve the financing mechanisms of these areas, and involve the business sector and citizens in topics related to environmental protection, biodiversity protection, and clean air.

The main activities of the project include:

- Analysis of the management process of protected areas;
- Raising and strengthening the capacities of the main actors of nature protection;
- Analysis of the regulatory framework and financing mechanisms of protected areas;
- Inclusion of the business sector in the field of nature protection;
- Monitoring of public policies and reporting at the national level in the field of environmental protection;
- Expert, mentoring, and financial support to civil society organizations, media, and citizens.

The expected results of the project are:

- Improved management practices of protected areas;
- Enhanced capacities of relevant actors of nature protection, including management of protected areas;
- Created sustainable biodiversity financing mechanisms;
- Supported innovations in the field of eco-business development near protected areas;
- Increased availability of information on environmental public policies;
- Citizens have a greater need for a clean environment.

Contribution to the improvement of public policies

The project "Together for the Environment" contributes to the realization of all strategic goals of the Belgrade Open School. The project implies achieving the strategic goal of human resources development through activities that contribute to improving the knowledge and skills of individuals in the fields of nature and environmental protection. The second strategic goal, the improvement of public policies, will be realized through the implementation of consultative processes on key strategic and legislative documents in the field of environmental protection, as well as raising awareness of the need to make decisions in this area in a transparent and inclusive manner. Additionally, the project contributes to achieving the third strategic goal of the Belgrade Open School, capacity building, by improving the capacity of civil society organizations, the business sector, and the public sector through quality programs of mentoring, training, and intersectoral cooperation, with the exchange and application of best practices.

Energy transformation and decarbonization in the Western Balkan

The Belgrade Open School, in cooperation with the organizations Germanwatch from Germany, Balkan Green Foundation from Pristina and "Ekosvest" from Skopje, participates in the implementation of the project Energy transition and decarbonization in the Western Balkans, from December 1, 2022 to June 30, 2025.

The overall objective of the project is to support the countries of the Western Balkans in accelerating their energy transition and decarbonization. This includes the building of strong civil society networks in the region that can alone - in close cooperation with academia and the private sector - work together on national and regional reforms, primarily through the development and adoption of the Integrated National Energy and Climate Plan (INEKP) and the introduction of targets and INEKP policy to all relevant line ministries and their policies.

Main activities:

- Establishing "Climate Partnerships" through stakeholder mapping, forming "Climate coalitions" at the national level, as well as regular meetings and capacity building;
- Achieving regional cooperation through: organizing regional meetings of climate coalitions, organizing cross-border consultations, as well as organizing two study visits to examples of good practice in the Western Balkans;
- Creation of a Roadmap for decarbonization, through the creation of a paper on the topic of decarbonization at the national level, the creation of a joint roadmap for the decarbonization of the region, as well as the presentation of the roadmap to the institutions.

Expected results:

- Improved cooperation and empowerment of various actors involved in the policy of combating climate change at the national and regional level;
- Contribution to the creation of an ambitious policy to combat climate change in the countries of the Western Balkans and mapping the path for the decarbonization of the Western Balkans.

Contribution to the improvement of public policies

The Project „Energy transformation and decarbonization in the Western Balkan” contributes to the achievement of the second strategic goal of Belgrade Open School, the improvement public policies, through the networking of actors from different sectors with the aim of advocating a more ambitious policy of combating climate change at the national level.

Plug in – Civil society for Energy Transition

The Belgrade Open School in cooperation with the Renewables and Environmental Regulatory Institute (RERI) and seven other local partners is implementing a project called Civil Society for Energy Transition, from 1. December 2022. To 31. Marth 2024.

The overall objective of this project is the transformation of the domestic energy and climate sector in order to achieve zero greenhouse gas emissions, energy independence, democratic and decentralized management of energy and climate policy, through increased participation of civil society in the development and monitoring of the implementation of reforms.

Main activities:

- Creation and implementation of methodology for monitoring energy and climate policy;
- Development of an institutional feasibility study for the implementation of the Integrated National and Climate Plan;
- Preparing of shadow reports on the implementation of the Law on Climate Change, the Law on Renewable Energy Sources and the Law on Efficient Use of Energy;
- Raising the capacity of local civil society organizations to participate in the development of energy and climate policy and monitoring their implementation at the local level;
- Providing mentoring and program support to local associations;
- Organization of round tabel with representative of the professional community, international organizations, domestic assotiations and representatives of the public sector;
- Participating in the working groups and the process of adopting the Integrated National Energy and Climate Plan;
- Organization of Green talks – thematic discussions related to the just energy transition and its aspects
- Production of communication content related to the development of energy and climate policy.

Expected results:

- Providing a comprehensive approach in monitoring the implementation of energy and climate policy;
- Improving the participation of civil society organizations, trade unions and energy cooperatives in the development and monitoring of energy and climate policy at the national and local level;
- Improving communication and cooperation between different actors in the energy transition process;
- Increasing the availability of information on the development of domestic energy and climate policy.

Contribution to the improvement of public policies

The project "Civil Society for Energy Transition" contributes to the achievement of the second strategic goal of the Belgrade Open School, the improvement of the public policies, through participating in the working groups for the development of the Integrated National Energy and Climate Plan. Nevertheless, the project contributes to the achievement of the third strategic goal of the Belgrad Open School, through strengthening the capacity of representatives of CSOs – providing mentoring and programe support for activities at the local level.

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). Starting from 2003, Belgrade Open School has 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 following the needs of the labor market;
- Promotion of the concept of quality traineeships;
- More effective employment and economic growth.

During 2022, BOS implemented four projects within the program area of Improvement of Employability, within the following achievements were realized:

- With the partner support of Ministry of Youth and Sports, the Eighth Fair of school teams for career guidance and counseling (CGC) was held, attended by over 80 people;
- A total of 700 students are directly involved in CGC activities;
- Almost 200 young people received support in the field of career development via BOS Career;
- Consultative support was provided to 15 high schools in the field of CGC;
- Developing a methodology and preparing training program for counselors who work with young people in the NEET situation were one of the main activities during 2022;
- BOS team of female experts for career guidance and counseling conducted an international training on "Social entrepreneurship as a support mechanism for young people in a NEET situation" for counselors who work with NEET young people.

As part of the project "Quality services of career guidance and counseling: standards for better employability of young people", research was carried out with the aim of examining the state of career services in offices for young people, i.e. in 2022, the publication "Support to the career development of young people in offices for young people" was published.

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), ISION 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”. The project connects the knowledge gained through research in the field of career guidance and counseling and human resource development. Based on the findings of research from previous years, in 2022, a curriculum and materials were created for students for the course within higher education Career guidance and development of employees. The BOS team has contributed to the development of part of the curriculum and materials related to changes in the world of work and their implications for career guidance and counseling. The course will be applied in practice and based on that, recommendations will be prepared for the implementation of higher education courses by partner organizations and their networks. Also, initial activities have been carried out to improve [the web portal](#), which will publish useful resources for career practitioners.



*Training Career guidance and counselling of Adults,
May 2022*

Activities:

- Presentation of the curriculum and course on career guidance and development of employees at the Faculty of Philosophy of the University of Belgrade and the Faculty of Media and Communications of the Singidunum University;
- Adaptation of curriculum and materials for students for career practitioners;
- Implementation of the course Career guidance and development of employees with andragogy students of the Faculty of Philosophy in Belgrade, and psychology students of the Faculty of Media and Communications;
- Realization of two-day training "Career guidance and counseling of employees";
- Realization of the conference "Career guidance and counseling of employees - incentives for new theories and practice"
- Presentation of the curriculum and course on career guidance and development of employees to the representatives of the Union of Employers of Serbia;
- Participation in the international conference "Career guidance and counseling of employees - incentives for new theories and practice", and presentation of new trends and analyzes in the field of human resources development.

Results:

- Piloted career guidance and employee development course for 114 students;
- Two-day training was held for 15 career practitioners;
- The conference "Career guidance and counseling of employees" was held for 30 participants.

Contribution to the improvement of public policies

The realization of this project in 2022 contributed to the realization of the second strategic goal of BOS - improvement of public policies related to career guidance and counseling, by providing resources to support the development of competencies of career practitioners, which is one of the goals of public policy in this area.

Quality career guidance and counseling services: standards for better employability of young people

In partnership with the National Association Office for Youth, BOS implemented the project Quality services of career guidance and counseling: standards for better employability of young people. This project aimed at networking career practitioners and developing their knowledge and skills on the application of standards of career guidance and counseling services in the activities they carry out with young people. During 2022, a survey was conducted on the availability of career guidance and counseling services in youth offices, in which more than 60 representatives of youth offices were involved. After that, BOS team organized two three-day trainings for career practitioners working in schools, youth offices and civil society organizations dealing with youth employment support. BOS team has also worked on improving the services of the BOS Career portal, and the possibility of scheduling individual career counseling for young people was introduced. Also, as part of the project, a Career Guidance and Counseling Fair was held, where examples of good practice in this area were presented.

Activities:

- Conducted research "Support to career development of young people in youth offices";
- Realization of two three-day trainings "Career guidance and counseling: standards to youth employment";
- Implementation of career guidance and counseling activities in 19 local communities;
- Realization of career guidance and counseling services through the portal BOS Career and individual counseling
- Realization of the Career Guidance and Counseling Fair;

Results:

- The first research was conducted about the topic of services of CGC in youth offices, with recommendations for further support of youth offices;
- Two trainings for career practitioners working in schools, youth offices, or CSOs;
- 30 career practitioners were supported;
- Through the activities of CGC in 19 local self-governments, 765 young people were involved;
- 193 young people were supported through the CGC services provided by BOS;
- Career Guidance and Counseling Fair was held, attended by more than 80 participants;



*Career Guidance and Counselling Fair,
Belgrade, December 1st 2022*

Contribution to the improvement of public policies

The realization of this project in 2022 contributed to the achievement of the second strategic goal of BOS - the improvement of public policies concerning career guidance and counseling, through the provision of resources to support the development of the competencies of career practitioners, which is one of the goals of public policies in this area.

E4NEET - Reinforcement of support structures for NEETs in the entrepreneurial field

In order to contribute to a supportive environment for young people at risk of social exclusion, the Belgrade Open School, as a partner organization, has launched the E4NEETs project - Reinforcement of support structures for NEETs in the entrepreneurial field. The E4NEET project deals with the creation of tools to support young people who are categorized as NEET (not in employment, education or training) through entrepreneurship. Entrepreneurship, and especially social entrepreneurship, can be an important lever for these young people insofar as it can enable them to empower themselves through: acquiring key skills for the labor market, community involvement by creating solutions that meet the challenges of local communities from which they encourage through the development of projects that will enable them to become self-employed and contribute to themselves and the community. The project is coordinated by the SOS Pulse group (France), and in addition to the Belgrade Open School, the project partners are the Agency for Sustainable Mediterranean Cities and Territories (AVITEM), Mission locale Marseille (France), Chamber of commerce of Terrassa (Spain) and the National Youth Council (Northern Macedonia).

Social entrepreneurship, can be an important lever for these young people to the extent that it can enable them to empower themselves through acquisition of key skills for the labor market, involvement in the community through the creation of solutions that respond to challenges in the local communities from which they originate as well as the development of projects that will enable them to be self-employed and contribute to themselves and the community.

As a contribution to the development of the support system for NEET youth in 2022, the following intellectual activities were carried out:

- Support program framework for staff working with young people in NEET situation. This framework presents a summary of available resources, providers, mentors and other actors of importance for encouraging the development of entrepreneurship in the Republic of Serbia.
- Handbook for counselors to work with young people in NEET situations. The expert team of BOS was responsible for this result, the starting point set by the project was to design a methodology and create a Program for training counselors who work, or intend to include young people in the NEET situation in their counseling work. In order to better prepare the methodology for the preparation of the handbook in Belgrade, in the period from June 15th to 16th a meeting of the consortium on the project was held in the premises of BOS, where the draft of the handbook was presented and proposals for specific sessions that should be included in the handbook were given. In the period from September 13th to 16th in Terrassa, Spain, the BOS expert team conducted an international training on the topic of Social Entrepreneurship as a support mechanism for young people in a NEET situation for 20 counselors from Spain, France and North Macedonia. After this training, the participants started the process of piloting a program aimed at young people in the NEET situation in their countries, based on the methodology and innovative tools developed by the Belgrade Open School.

Activities:

- Organization and participation in the partnership meeting in Belgrade;
- Development of input for IO1 Support program framework for staff working with young people in NEET situations;
- Providing expert support for the creation of tools for mapping service providers in the field of entrepreneurship;

- Designing a methodology and training program for counselors to work with young people in the NEET situation;
- Creation of a Manual for counselors to work with young people in a NEET situation;
- Conducting international training on "Social entrepreneurship as a support mechanism for young people in a NEET situation";
- Coordination of the project piloting process in North Macedonia, France and Spain.

Results:

- Successfully implemented partner meeting, defined responsibilities for the next period and agreed deadlines between partners and coordinators regarding the Intellectual result of IO2;
- "Entrepreneurship Ecosystem" developed for Serbia IO1: Support program framework for staff working with young people in a NEET situation;
- Developed methodology and training program for counselors to work with young people in the NEET situation;
- As part of the international training "Social entrepreneurship as a support mechanism for young people in a NEET situation", 20 people were introduced to the Manual, and empowered to use various tools for working with young people in a NEET situation;
- As part of the pilot project, 49 young people in the NEET situation were included.



International training on social entrepreneurship, Spain 2022

Contribution to the improvement of public policies

The project contributes to the development of the first strategic goal of BOS through the development of human resources and improving the competencies of professionals, youth workers, social workers and other professionals engaged in working with young people at risk and in the NEET situation.

EUROPEAN INTEGRATION

The Belgrade Open School monitors and improves public policies in the process of Serbia's accession to the European Union through strengthening dialogue, building partnerships and educating bearers of social change in order to adopt European standards and values. BOS encourages a well-argued and open dialogue on European integration, striving to inform and educate citizens about their rights and obligations and to ensure a satisfactory level of public participation in the creation and implementation of public policies. Also, BOS contributes to the involvement of local communities in Serbia's accession to the EU and advocates a transparent and accountable attitude of public authorities in this regard. During 2022, the third year of the project *Protect Privacy - Resist the Pressure* Funded under the European Instrument for Democracy and Human Rights (EIDHR) was implemented. In addition, BOS informs the public about the process of European integration through the portals *Negotiations* and *Transformer*:

Reclaiming Privacy: A Tool to Fight Oppression

In 2022, the end of the project "Reclaiming Privacy: A Tool to Fight Oppression", which was financed by the European Instrument for Democracy and Human Rights (EIDHR), was realized. Belgrade Open School (BOS) started implementing this project in early 2020 in cooperation with Partners for Democratic Changes Serbia (Partners Serbia), SHARE Foundation, NGO Athens, *Da se zna* and *A11 - Initiative for Economic and Social Rights*. The goal of the project is to provide support to human rights defenders, civil society organizations (CSOs) and vulnerable groups in protecting the right to privacy. Thanks to the Law on the Protection of Personal Data, which was adopted in 2018 in Serbia, and based on the General Regulation on the Protection of Personal Data of the European Union (better known as GDPR), new standards were introduced in the field of privacy protection that were not integrated into practices and functioning public institutions, including the educational system. The focus of BOS work within this project is to strengthen the awareness of educators and young people about the importance of privacy protection, as well as strengthening their capacities in protecting the right to privacy of personal data. Additionally, through this project, BOS strives to empower young people and educational workers in order to better protect their personal data and contribute to the reduction of digital violence.

In 2022, the case study "Electronic diaries and data protection of students" was published. The focus of the case study is processing of personal data of students within the system of electronic diaries (*esDnevnik*). The study provides answers to questions about the effects of digitization on education and the protection of personal data, and also offers an analysis of violations of the right to privacy and the reactions of competent authorities in those cases. The case study indicates the ways in which problems in this area should be eliminated, and how the protection of personal data of children and young people should be improved. The document offers three levels of solutions. At the normative level, it is recommended to standardize the rules for keeping records of elementary and high school students' grades, whether in state or private institutions, and to eliminate all dilemmas that arise in the wording of the legal regulations that regulate the work of electronic diaries. At the institutional level, the need to improve technical measures to protect the safety and security of personal data has been recognized by the competent ministry. Special attention is drawn to the importance of educating and raising the awareness of educators, parents and students about cyber threats and the importance of personal data protection, so that the electronic diary system functions in accordance with the standards of responsible use of technology.

On the occasion of the International Personal Data Protection Day, a panel entitled "Challenges of data protection in modern education" was held on January 26, 2022. This was one of a series of panels as part of Privacy Week, during which attention is drawn to the importance of personal data protection and security in the digital world. The panel discussed how innovations in our education system, such as electronic diaries and online classes, have affected the privacy of students and teachers, and whether and to what extent this system has made them additionally vulnerable in terms of data protection personality. At the end of the project, on March 17, 2022, a panel entitled "Youth in the labyrinth of digital violence: Where is the way out?" was held, which discussed methods of prevention and response in cases of peer digital violence, as well as the importance of empowerment and education young people, parents and educators. The panel concluded that it is necessary to pay more attention to the mental health of young people and to work on building trust between all actors.



Activities:

- Organization and realization of two panels on digital privacy protection for students and educators of secondary schools
- Analysis of the processing of students' personal data within the system of electronic diaries
- Empowering young people in the field of protecting the right to privacy

Results:

- Held two panels on digital privacy protection for high school students and educators
- Published case study "Electronic diaries and data protection of students" whose focus is the processing of personal data of students within the system of electronic diaries

Contribution to the improvement of public policies

The project "Reclaiming Privacy: A Tool to Fight Oppression" project in 2022 implemented activities aimed at empowering young people in the area of protecting the right to privacy and preventing digital violence. Although in 2018 the Law on the Protection of Personal Data was adopted, which is harmonized with the GDPR, so far there has been no significant progress in the improvement of privacy protection policies in many sectors, including in the education system. Project activities directly contributed to the achievement of the second strategic goal through the education of social change agents (young people) about European values and standards in the field of privacy.

YOUTH POLICIES

Since its establishment, the core target group and pillar of all BOS activities have been young people. BOS offers educational programs and services, which empower young people to become active member of their society and an agent of social change. In addition to this, BOS actively works on advocacy for continuous support to the young that leads to improved employability and their independence as well as active participation in issues that concern them. In addition to this, BOS actively works on advocacy for continuous support to the young that leads to improved employability and their independence as well as active participation in issues that concern them. In line with this strategy, in 2022 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 to improve their living conditions. Through the first youth portal - [Mingl](#), created in 2007, BOS has continued to work on youth information, fostering youth authorship and promoting and improving youth policy.

During 2022, the following achievements were realized within the program area of Youth Policy:

- Participation in the work of the Youth Council of the Government of the Republic of Serbia;
- As part of the Managing board of National Youth Council of Serbia, BOS had the opportunity to be part of working groups on amendments to the Law on Youth, working group on work practices, to participate in the process of adopting the National Housing Strategy (2022-2032) and accompanying Action Plan, as well as the work of the Permanent Expert Team on the EU Dialogue with Youth;
- As part of the Youth Policy Lab within the Regional Cooperation Council, which provides young people with the opportunity to participate in decision-making in the field of youth unemployment, BOS had the chance to actively advocate for measures related to youth employability;
- Participation and contribution within the process of adopting the Youth Strategy for the period from 2022 to 2030;
- Participation in the work of the working group for work practices;
- Participation in the work of the working group for career guidance and counseling;
- Participation in the work of the Council for the National Qualifications Framework of the Republic of Serbia

Contribution to the improvement of public policies

Through work in various working groups, representatives of the Belgrade Open School had the opportunity to participate and create additional space for dialogue and cooperation among youth, which contributed to the application of European standards and values in solving problems concerning young people as well as their active participation in decision-making processes. In addition, BOS had the opportunity to contribute to the creation of various normative documents within the work of working groups and public debates.

Media for Youth – The Breathtaking Air

Belgrade Open School successfully completed the Breathtaking Air project in 2022, which was supported by the British Council. The project was implemented in the field of Youth Policy, in partnership with the portal of the Belgrade Open School Mingl and the organization Mladi Nikšić. The goal of the project was to raise awareness of the importance of air pollution among young people. The project lasted from February 1st to March 30th, 2022.

As part of the project, BOS carried out the following activities: writing an analytical text on the state of air quality in Serbia and creating four short videos related to the topic. The analytical text included the personal perspectives of young people in relation to air pollution, but also the views of experts and doctors who pointed out all the challenges that air pollution brings with it.

Short video forms were part of the campaign that was carried out on the Instagram account of the Mingl portal. The first video was an informative one, introduced young people to concepts related to air pollution and pointed out the key pollutants. In the second video, young people from the University of Belgrade had the opportunity to express their views on this topic.

Apart from the fact that young people had a direct opportunity to express their views and thoughts on the topic of air pollution, taking into account that Belgrade is one of the most polluted cities in Europe, it was additionally important to include young people. The other videos had an educational character and a call to action to get young people involved in air quality monitoring and to recognize the importance of the topic.

Contribution to the improvement of public policies

The project contributes to the achievement of the second strategic goal of the Belgrade Open School - the improvement of public policies, by raising awareness of air pollution.

GOOD GOVERNANCE

Belgrade Open School contributes to the establishment of the concept of good governance in the Republic of Serbia, which is based on the principles of transparency, rule of law, availability, fairness, efficiency, effectiveness, and participation. In the area of good governance, BOS is primarily engaged in researching and advocating for accountability, transparency and participation. BOS investigates and advocates for citizen participation in the decision-making process, especially at the local level, as well as transparency in the decision-making process and the work of public administration. So far, BOS has researched participation and transparency in the areas of European integration, higher education, local government, regional development, energy and the environment.

In the field of good governance, BOS actively advocates and supports:

- improving the work of public administration in accordance with the principles of the European administrative process;
- improving the system of strategic planning and coordination of public policies and program budgeting;
- improving the process of drafting regulations (legislative process);
- increasing citizen participation, transparency and accountability in performing public administration tasks;
- open government partnership.

During 2022, BOS participated in the work of two inter-ministerial groups - the Inter-ministerial working group for monitoring the implementation of the Strategy for Public Administration Reform of the Republic of Serbia for the period 2021-2030, with the accompanying Action Plan (Strategy adopted in April 2021) and in the formation of the Inter-ministerial Group for the creation of Action Plan for the implementation of the Open Government Partnership initiative in the Republic of Serbia for the period 2023 to 2025.

BOS participates in the work of the Weber 2.0 platform. The platform represents an initiative to design a comprehensive mechanism for the participation of CSOs in the dialogue on public administration reform in the region in the Western Balkans. In 2022, BOS participated in consultations that took place between civil society, representatives of relevant state institutions, and regional and international organizations. Within this project, BOS contributed to the realization of the following results: PAR Monitor for the year 2022 - an alternative report for monitoring public administration reform in the countries of the Western Balkans; as well as the development of curriculum and methodology for the integration of PAR principles into other public policies.

Contribution to the improvement of public policies

Within both inter-ministerial groups, BOS contributed to the development of parts of strategic documents related to the improvement of good governance standards, participation of non-governmental actors in the decision-making process and improvement of policy design, implementation and coordination; BOS has also started with contributions related to the fulfillment of the Action Plans and key obstacles in their implementation.

RESEARCH ACTIVITIES

Belgrade Open School is engaged in research, proposing and improving public policies in the process of European integration in the field of good governance, career guidance and counseling, harmonization of education and labor market, youth policy, energy, climate and environment. BOS uses the results of research as a support to its and advocacy activities of partner organizations. Our goal is to come up with solutions for improving public policies that are based on quality, reliable and innovative research and that provide the basis for a sustainable and responsible process of public policy-making and decision-making. Through its research, BOS also monitors the implementation and provides practical and political solutions for improving the implementation of public policies taking into account their goals and the framework for implementation. Through our research work, we connect actors in the network of public policies (those who seek change, those who make decisions and those affected by this change) with the aim of providing comprehensive argumentation and various solutions to problems based on social agreement, on which public policy design and decision-making process should be based.

Research on cooperation between business and civil society sector *Roadmaps to partnership: Cooperation between business and civil society sector in the field of public advocacy*

During 2022, research on cooperation between business and civil sector was conducted, presented in the publication [*Roadmaps to Partnership: Cooperation between business and civil society sector in the field of public advocacy*](#). The research was created within the project "Active citizens — a better society: advocating for cooperation and democratic development". The research was created as a result of the need for more partnerships, but also more advocacy. The analysis seeks to examine cooperation between the business and civil society sectors, whether it exists, what is the nature of the relationship, what motivates them and what obstacles members of both sectors face while cooperating. The research applied a combination of the following methods: document analysis, case studies and focus groups. A total of eight focus groups were conducted, four separately with representatives of the business sector and four with representatives of the civil sector. Focus groups were conducted at the national level, in: Belgrade, Novi Sad, Nis and Uzice. Among the participants from the business sector were representatives of large international and national companies, and small and medium-sized enterprises, from various fields of activity. Some participants had previous experience in cooperation with the civil sector, and some had no such experience. Among the participants from the civil society were representatives of organizations operating at the national and local level. Almost all organizations are engaged in public advocacy in various fields. The final product of the research are concrete recommendations on how to improve cooperation between the business and civil society.

Analysis of the implementation of recommendations formulated in the research "Views on Partnership: Public policies, regulations and practices of participation of civil society organizations in decision-making processes"

During 2022, an analysis of the implementation of the recommendations formulated in the research [Views on Partnership: Public policies, regulations and practices of participation of civil society organizations in decision-making processes](#), which was created within the project "Dialogue of Change: Nurturing Participative and Evidence Based Policy Dialogue in Reform Processes in Serbia", was conducted. The starting point of the analysis was the research *Views on Partnership*, i.e., a set of concrete recommendations for improving cooperation between decision-makers and civil society organizations. The methodology used through this analysis relies on *desk analysis*, i.e., analysis of the content of relevant documents. The sources of information that were the subject of the analysis are the official websites of the institutions and organizations responsible for the implementation of the recommendations (National Academy for Public Administration, Ministry for Human and Minority Rights and Societal Dialogue, the official website eConsultation) as well as the websites of the sample of state administration bodies and local self-government units. Through the analysis, a review of 8 out of 10 recommendations and their implementation at the national and local level was made. Also, a tentative conclusion was given with suggestions for the next steps in order to increase the percentage of compliance of recommendations in the next analysis. The analysis found that the recommendations were not adopted on a larger scale.

Monitoring the application of good governance principles in sectoral policies

March to May 2022, [an analysis of the application of good governance principles in sectoral policies](#) was conducted. The field of work, employment and social policy is monitored from the aspect of the principle of accountability. The BOS team is part of the National Working Group for Monitoring Public Administration Reform in Serbia within the project *Empowering Civil Society of the Western Balkans for Reformed Public Administration (WeBER2.0)* implemented by the European Policy Centre. A desk analysis of the website and documents of the Ministry of Labour, Employment, Veteran and Social Affairs was conducted through requests for information of public importance. The product of the research are concrete recommendations for improving the work of the Ministry from the aspect of accountability, with the aim of greater proactive and reactive transparency.

Research on Serbia's preparedness for the implementation of the UNITED NATIONS 2030 Agenda

Within the project "Public Finance Reform Agenda 2030: Platform for General Social Dialogue "Sustainable Development for All", [research on Serbia's preparedness for the implementation of the United Nations Agenda 2030](#) was conducted. The changes in the past year in terms of public policy framework, institutional framework and mechanisms for monitoring progress and reporting, as well as progress on nationalized sub-targets defined by the non-state sector, were analyzed.

An analysis of public policy documents and relevant data was carried out, and the findings were then consulted with representatives of stakeholders. Given that Serbia has committed to its commitment to its implementation by adopting the 2030 Agenda, this research has provided support to gaining insight into how much Serbia is currently ready to achieve the Sustainable Development Goals, how much progress has been made in certain priority areas and what next steps are needed. The product of the research is the publication "Serbia 2030: Is Serbia managing its (sustainable) development?".

Research on supporting career development of young people in youth offices

Within the project *Quality career guidance and counseling services: standards for better employability of young people*, the BOS team, during 2022, [conducted research on supporting the career development of young people in youth offices](#). The data indicate that in recent years, the number of young people who report that they receive support for their career development through youth offices has decreased, indicating that the situation in this area has changed. That is why this research should answer the question of what is the current situation in this area. How much do youth offices perform Career guidance services? How do services look like? What are the challenges faced by the youth offices in this area? In order to answer these questions, a survey was conducted. It was attended by 60 representatives of youth offices and employees in local self-government units. The product of this research is a publication with specific recommendations on how to provide greater support to youth offices to provide services and carry out career guidance and counseling activities.

Support to researchers within the project "Volvox - Stronger participation of civil society in the development and monitoring of environmental policies"

BOS team provided support to researchers within the project "Volvox - Stronger participation of civil society in the development and monitoring of environmental policies" to conduct a survey on the perceptions of representatives of public administration bodies at national, provincial and local level on the adequacy of the legal framework and procedures of participation of CSOs and citizens in environmental decision-making processes, as well as the challenges they face in their application. Also, the aim was to examine the perception of representatives of the academic community, researchers and other experts dealing with the processes of public participation in the field of environmental protection on the adequacy of the legal framework and procedures of participation of CSOs and citizens in decision-making processes in the field of environmental protection, the capacity of public authorities to involve the public in accordance with procedures and challenges in the implementation of regulations.

Analysis on the current state of work practices in Serbia

International Interns' Day was marked by an analysis of the current state of internships in Serbia. The BOS team produced an analysis that provided insights on the state of internships in Serbia and current affairs at the EU level, as well as efforts to ban unpaid internships. The analysis presents the latest data on young people attending some of the internship programs, as well as their working conditions on internships. The analysis is published on the BOS website and is available through [this link](#).

Research on a just energy transition in coal regions

From March to September 2022, the BOS team conducted a research on the just energy transition in the coal regions. The research was conducted within the project "Local Actors for Clean Energy and Air". The aim of the research was to determine the perceptions and attitudes of citizens living in the coal production regions, Lazarevac and Obrenovac, about a just energy transition. The focus of the research was on obstacles and opportunities for the realization of a just energy transition. For the purposes of the research, an analysis of documents and other contents, two focus groups (one in Obrenovac and one in Lazarevac) were conducted, as well as a group interview with experts from the Serbian Chamber of Commerce. By implementing the focus groups, data on energy transition perspectives were obtained from the perspective of active representatives of the local community with experience of working in industries that do not belong to mining and energy. The main product of research, along with the research report, is a policy proposal with recommendations



CIVIL SOCIETY

In 2022, Belgrade Open School contributed to capacity building of the civil and public sector by providing professional, innovative and quality services, but also recognizing organizations and institutions that are ready to change, improve themselves, their environment, but also the community where they cooperate. We are developing and strengthening civil society and independent media in Serbia, both through capacity building and networking.

Our goal in this area is to respond to existing challenges in the cooperation of civil society organizations (CSOs) and public authorities to solve specific community problems, but as well as to improve existing and develop new approaches in dialogue between different stakeholders. By directing its efforts towards CSOs, BOS provides mentoring and expert support to evidence-based or data-based public policy dialogue; as well as cooperation between CSOs and public authorities, ie strengthening the capacity of CSOs to design, implement, monitor and evaluate public policies. By providing financial support, we are working on informing the general public about the results of the dialogue between CSOs and public authorities in the process of decision-making and problem solving.

During 2022, as in previous years, our goal was to encourage the engagement of civil society representatives, in order to contribute to social change through their expertise in various fields and engage in democratic processes of importance to all citizens; that is, improve practices for involving civil society in decision-making processes and community development, mobilizing citizens and strengthening civic activism. Further, we sought to increase visibility and show the effects of the changes we have implemented in collaboration with our partners. In accordance with the values nurtured by BOS, we strive to inform citizens and encourage a transparent and responsible attitude of public authorities.

In the program area dealing with the development of civil society, BOS team, in relation to expertise and many years of experience, encouraged the strengthening of the capacity of civil society organizations and the media, all with the aim of more active participation in the European integration process. During 2022, we focused on connecting young people and the media, given the low motivation of young people to engage in civic activism and dedicate themselves to solving social and political issues, but also the lack of media pluralism and media independence, and thus insufficient quality media coverage, especially on issues relevant to young people. In addition, the content placed in the media is not adapted to young people, which we are trying to bridge with this program through continuous work with youth associations and a focus on partnership projects.

By directing efforts towards civil society organizations that seek to influence public authorities through public advocacy, in 2022 work continued and supported advocacy initiatives. Using the mentorship work as a way to improve the practices of selected organizations, we have engaged in public advocacy and designed ways to increase citizen involvement in CSO activities.

During 2022, support programs were implemented and implemented through seven projects in which 110 civil society organizations and 22 media were supported and provided with mentoring, expert and financial support. In order to further build their capacities, BOS has organized 375 mentoring and 150 training days in 2022.

In 2022, the following projects were implemented:

- *Dialogue of change: Support for reforms through cooperation between civil society organizations and public authorities,*
- *Civil society to improve the process of Serbia's accession to the European Union,*
- *Move.Link.Engage. conference,*
- *Youth and media for democratic development,*
- *Active citizens - a better society: advocacy towards cooperation and democratic development Green Incubator,*
- *EIDHR.*

Dialogue of Change: Nurturing Participative and Evidence Based Policy Dialogue in Reform Processes in Serbia

Within the program area of civil society development, Belgrade Open School implements a three-year project Dialogue of Change: Nurturing Participative and Evidence Based Policy Dialogue in Reform Processes in Serbia, abbreviated Dialogue of Change. The project is supported by the Delegation of the European Union in Serbia and it is being implemented in the period from January 1st 2021 to December 31st 2023. The goal of the Dialogue of Change project is to contribute to reforms in Serbia based on the dialogue of stakeholders. While the specific goals of the project are to support dialogue on public policies based on evidence and cooperation between CSOs and public authorities; strengthening the capacity of CSOs for designing, implementing, monitoring and evaluating public policies; improving the general public's understanding of the need and results of dialogue between CSOs and public authorities in the process of decision-making and problem solving.

In April 2022, the Call for the II cycle of support for civil society organizations was published, and as many as 21 initiatives implemented by 28 civil society organizations were supported. Their activities are aimed at dialogue, problem solving and positive changes in public policies. As part of the activities aimed at strengthening civil society, the School of Public Policy was organized, a consultative training session was held for writing projects for civil society organizations, and a study visit to Croatia was carried out. In partnership with the Ministry for Human and Minority Rights and Social Dialogue, 4 trainings and 4 workshops were conducted on the topic of partnership between civil society and public authorities in decision-making processes; Within the Support Program intended for researchers, as many as 26 researchers were supported. During 2022, they have produced various analyses, studies and practical policy proposals, while their products were made available to civil society organizations. Through the project's communication activities, the dialoguepromena.bos.rs platform was improved, 4 newsletters were created, two podcast episodes were recorded, and a conference was organized.

In Novi Sad, in the period from March 17th to 19th 2022, the second meeting of the project consortium was held, where operational plans for the second year were determined, as well as the responsibilities of each of the partners. On March 29th 2022, a media promotion of the research study "Views on partnership - public policies, regulations and practices of the participation of civil society organizations in decision-making processes" was held in the Envoy conference center in order to familiarize the wider interested public with the key findings of the research, but also recommendations for improving cooperation between the civil and public sectors.

There was great interest in the support program for researchers, and a large number of research project proposals were received compared to the number of available grants. The expert selection committee awarded financial support to 26 researchers whose projects were implemented in the period from April to December. Research reports, as well as specific recommendations for advocacy initiatives are made available to CSOs. Additional promotion of research created within this Support Program is planned for the third project year.

With the aim of imparting knowledge about the creation, monitoring and implementation of public policies to representatives of the civil sector in the Republic of Serbia, with the expert support of the Republic Secretariat for Public Policies, the Public Policy School was held in Šabac from May 9th to 13th and was organized for representatives of civil society organizations.



Public Policy School, Šabac, May 2022

The first study visit to Croatia was held in the period from May 30th to June 3rd, 2022. The participants of the study visits were representatives of civil society organizations whose initiatives for concrete reforms through dialogue on evidence-based policies will be supported in the framework. The host of the visit was the Office for NGOs of the Government of the Republic of Croatia, which organized visits to more than 10 institutions, organizations and conferences with the aim of exchanging experiences and good practices on the cooperation of CSOs and public authorities.



Study visit to Zagreb, May 2022

Within the first cycle of CSO Support, 19 projects were successfully completed, with an average achievement of results of 79%, while the Call for the second cycle of CSO Support was announced in April. As part of the Invitation, an info session was held via ZOOM platform and YouTube channel of BOS, where participants had the opportunity to get to know the Program, selection process and deadlines better. In the II cycle, 21 projects were selected, which are being implemented by 28 CSOs from October. The initial meeting for partners in the II cycle was held on from 11th to 14th October in Belgrade and it brought together over 50 participants who are involved in the implementation of project activities, project financial management or communications. The meeting consisted of two parts - the introductory part and the ceremonial signing of the contract, which was attended by Ekmel Çizmecioğlu, program manager of DEU, as well as sessions related to the rules of project implementation and monitoring.



As part of the activities coordinated by the Ministry of Human and Minority Rights and Social Dialogue 8 training sessions were held on the topic of partnership "Cooperation of public administration bodies with civil society organizations in the decision-making process". The trainings were conducted online and live in eograd, Niš and Užice and Novi Sad. The training participants were representatives of local CSOs, representatives of local self-governments from the so-called contact points for cooperation with CSOs.

During 2022, there was constant work on the creation of various multimedia contents and the promotion of the project. Two new podcast episodes were recorded on the following topics: (1) Air pollution (2) Women's entrepreneurship, and over 6 videos that promote various success stories created within the Dialogue of Changes project, which talk about various initiatives in the areas of human rights, social inclusion, prevention of violence against women, the concept of open data, and the inclusion of young people in decision-making processes. All materials created within the project are available on the official platform dialoguepromena.bos.rs.

The end of the project year was marked by a conference "Dialogue of changes - on the possibilities and obstacles of cooperation between CSOs and public authorities". The conference was held in Belgrade at Zira hotel and it has gathered over 120 participants, representatives of the Delegation of the European Union to Serbia, representatives of the Ministry of Human and Minority Rights and Social Dialogue, the Ministry of Environmental Protection, the University of Belgrade and Niš, activists, experts, citizens and the media. Participants had the opportunity to exchange experiences and opinions on the topic of good governance, promotion and protection of human rights and dialogue in the field of environmental protection. The conference was opened by the head of cooperation of the EU Delegation in Serbia, Nikola Bertolini, the Minister for Human, Minority Rights and Social Dialogue, Tomislav Žigmanov, and the Executive Director of BOS, Milorad Bjeletić. Encouraging the participants to cooperate with each other, Belgrade Open School provided a forum with this event that emphasizes the importance of dialogue between the public and civil sectors with the aim of reforming and improving various areas of general social importance. The conference was followed by a large number of media.

Project activities and results:

- More than 600,000 euros aimed at supporting 40 projects implemented by CSOs;
- Promoted research study Views on partnership: Public policies, regulations and practices of participation of civil society organizations in decision-making processes;
- Conducted Call for submission of project ideas within the CSO Project Support Program II cycle - 21 supported projects;
- Within the Program for Researchers, 26 researchers conducted research in consultation with CSOs;
- The Public Policy School for CSOs was implemented;
- Improved public policy competencies for 19 students of the School of Public Policy;
- Conducted 8 trainings and workshops on the topic of cooperation between public authorities and civil society;
- 236 participants of the training under the coordination of the Ministry for Human and Minority Rights and Social Dialogue improved their technical and professional knowledge in the field of public policies and mechanisms for the inclusion of CSOs in decision-making processes and the possibilities of joint problem solving in local communities;

- Created 9 maps for cooperation between CSOs and public authorities;
- Realized the first of two planned study visits to Croatia;
- Launched a monthly newsletter about the project;
- Recorded two episodes of the Dialogue on Change podcast;
- Recorded 4 videos promoting successful initiatives created within the Dialog of Change project;
- Improved dialogpromena.bos.rs platform, which currently records 46,073 visits.

Contribution to capacity building and civil society building

The Dialogue of Change project contributed to the realization of the third strategic goal of BOS, ie strengthening the capacity of civil and public sector through support to CSOs and their projects aimed at dialogue and positive changes in the community, as well as support for research whose results will be used to strengthen CSO capacity. In addition, the project is actively working to strengthen the capacity of CSOs to be effectively involved in decision making processes and policy making.

Civil Society as a Force for Change in Serbia's EU Accession process (CS4EU)

Following the year 2022, the Belgrade Open School (BOS) has successfully completed the sixth year of the program “Civil Society As a Force for Change in Serbia's EU Accession process”, which is supported by the Swedish Agency for International Development and Cooperation (SIDA). The sixth year of the program lasted from January 1, 2022 to December 31, 2022, and as part of the program, BOS provided support to civil society organizations and media organizations in the sphere of European integration, whose goal is to strengthen the roles of civil society organizations and media organizations in their contribution to the process of European integration and the Serbia's democratic development.

The support program within the CS4EU project includes two units - program support for civil society organizations and media, as well as capacity building with a networking program, with the aim of empowerment, inclusion of civil society organizations into the process of decision-making and strengthening media independence. A total of 11 organizations and media were supported - seven civil society organizations and four media organizations. The activity areas of organizations and media organizations were divided into three clusters:

Rule of law, human rights, transparency and good governance;
Investigative journalism, freedom of press and reporting on the process of European integration;
Youth policy and improving the position of young people.

All program-supported civil society organizations and media organizations which were supported during the sixth year, had support in the previous two cycles of the program as well.

As part of the capacity building program of civil society organizations, the Belgrade Open School implemented a mentoring program for civil society organizations that are partners in the project. Each of the seven partner organizations had its own mentor. Mentors were tasked with providing support to organizations in accordance with their specific needs. Their basic tasks were to provide assistance with the aim of strengthening advocacy capacities and skills, defining and developing the most effective advocacy models and approaches, but also defining strategic directions for the operation(s) of the organization in question. Through over 40 mentor meetings with organizations and regular consultations, the foundations were laid for defined campaigns that aimed to be more effective in the implementation of project activities.

In addition to implementing a mentoring program for civil society organizations, a mentoring program for media partners was created based on the same methodology. Four media partners along with as many mentors worked together for 10 months and were focused on the defining and launching of campaigns, the improvement of using social networks, using innovative tools in their work and brand creation on their media platforms.

During 2022, a total of three workshops were organized for the representatives of civil society organizations and media organizations, with the aim of strengthening internal capacities. The workshops were created based upon the assessment of needs of civil society organizations and media organizations, which informed the Belgrade Open School about their needs in the initial phase of the implementation of the sixth year of the program.



Training: Organizations and branding – Mobile journalism, Vrnjačka Banja, July 2022.



Training: Community Building - Media Relations and Crisis Communication, Vrnjačka Banja, March 2022.

The workshops were intended to improve the internal capacities of the supported organizations and media organizations in terms of improving their relationships with state representatives and key decision makers. Within the workshops, civil society organizations and media organizations were thematically linked, and the topics of the workshops were: Community Building - Media Relations and Crisis Communication, Advocacy - Use of communication tools, Civil Society Organizations and branding – Mobile journalism.

Activities realized within the project:

- Community building training - Media relations and crisis communication, Vrnjacka banja, 16-18. March, 2022;
- Advocacy training - Use of communication tools, Sabac, 25-27. May, 2022;
- Training “How to achieve sustainable cooperation between the civil and business sectors”, Belgrade, July 12, 2022;
- Training of civil society organizations and branding - Mobile journalism, Vrnjacka Banja, 13-15. July, 2022;
- Over 35 joint workshops and mentoring meetings between mentors and representatives of civil society organizations and media organizations within the mentoring program;
- 11 editions of the newsletter Let’s Talk About Negotiations were published;
- 7 published analyses covering the negotiation process between Serbia and the European Union;
- The final, two-day Move.Link.Engage conference had over 160 representatives of civil society organizations, media organizations, representatives of the business sector and institutions from our country and countries abroad, Belgrade, 15-16. November 2022.

Achievements and results:

- A total of 11 partners received 240,000 SEK each;
- During 2022, BOS financially and programmatically supported and mentored 11 civil society organizations and media organizations, which contributed to a more active participation of civil society organizations in the decision-making and monitoring of the process of negotiations on Serbia's accession to the EU;
- The capacities of over 50 representatives of CSOs and the media were strengthened to monitor the process of Serbia’s accession to the EU, communication strategies were developed, and public policies relating to gender equality were improved;
- The capacities of seven civil society organizations were strengthened as part of the mentoring program;
- The capacities of the four media partners on the project were strengthened as part of the mentoring program;
- Citizens were regularly informed about the activities of civil society organizations and media organizations which were covering Serbia’s European integration process through the Transformer portal which published 149 posts and 4 publications and had over 16,000 visits in 2022;
- Citizens were regularly informed about Serbia’s European integration process through the portal Talks about negotiations which published 271 news, 11 monthly newsletters, 32 analyses and 14 interviews, and had almost 50,000 visits during 2022;
- The wider public’s level of briefing about the process of Serbia’s EU integration and partner’s activities has been raised through the CS4EU project, through media announcements of program partners on the CS4EU project, BOS and other organizations/media organizations during 2022.

Contribution to capacity building and civil society building

During 2022, the CS4EU program contributed to completing the third strategic goal of BOS by providing continued support for previously recognized civil society organizations and media organizations, which strive to improve themselves and communities in which they operate. We have empowered them to respond to most of the challenges they face and to advocate for change through capacity building programs, as well as providing them with financial and expert support. We encouraged them to adapt more easily to new working conditions, but we also raised their visibility and gave importance to all topics that emerged during the last year. During 2022, the Let's Talk About Negotiation portal strove to improve the quality of public policy in the sphere of European integration through continuous monitoring of current affairs and events in Serbia, the region and in the European Union and timely informing citizens about these questions and encouraging them to review decision-making processes and participate in them.

Move.Link.Engage. Conference

MLE conference, which is the annual conference of Belgrade Open School, was held on November 15 and 16, 2022, at the Mona Hotel, under the name The Power of partnership. More than 160 representatives of civil society organizations, media organizations, international organizations and interested citizens had the opportunity to hear about the importance and high level of cooperation between the civil, business and public sectors. This year's conference showed that concerted action of all segments of society contributes to the mapping of challenges, as well as finding a way towards solutions. This was accomplished through panel discussions and the presentation of BOS's research on inter-sectoral cooperation.



On the first day of the event, the Belgrade Open School gathered representatives of the civil, public and business sectors. The focus was on topics of common interest which include protecting the environment, promoting youth employability, social responsibility and conscientiousness corporate management. The conference was opened with the panel "Support and partnership - key factors for success". Partnership is a key factor for success in any process or initiative. Without multi-sectoral cooperation, mutual support, as well as open dialogue, we cannot have positive results in any reform process.

The first panel was followed by a presentation of the Belgrade Open School's research team on cooperation between the civil and business sectors, coined "Roadmaps to partnership". The Belgrade Open School's research team continuously works on strengthening the civil sector's capacity, its professionalization and establishing itself as an equal actor standing side by side with the public and private sectors. We conducted several researches and analyses that aimed to examine and discover capacities of civil society organizations to publicly advocate for certain issues, but also to openly enter into dialogue with the state authorities.

Representatives of 32 civil society organizations and 24 enterprises and companies from various fields participated in the research.

The power of partnership between the civil and business sectors was discussed on the panel "Initiatives for sustainable the future - the strength of the civil and business sector partnership". This panel discussion provided insight into mutual cooperation between sectors that goes beyond the usual forms such as donations and sponsorships. Three successful civil and business initiatives, resulting from the activities of the Belgrade Open School and its partners, were presented on the panel.

The last part of the conference was dedicated to the active initiators of changes in Serbia and motivated citizens who persevere in their efforts to improve the lives of their fellow citizens in areas such as social protection, communal problems, supporting single parents and supporting people with disabilities. The Belgrade Open School acknowledges the drivers of change with the support of the American Agency for International Development (USAID) since 2019.

Representatives of the business, civil and public sectors gathered within working groups on the second day of the Move.Link.Engage conference in order to discuss solving problems in the areas of youth employability, environmental protection and sustainable development.

I working group - Education, employability, labor market trends

Bearing in mind the complexity and frequent and turbulent changes in the labor market, individual employability support mechanisms have never been more necessary. When it comes to adults, one of the important elements of motivation for participating in education and training is the awareness that new skills will bring us, among other things, new employment opportunities. When it comes to young people, they are increasingly recognized as a sensitive category of the population - especially regarding the transition from the world of education to the first jobs.



With the aim of encouraging the exchange of experiences and practices, this working group was made up of representatives of the public, civil and business sectors who deal with issues of education, employability, trends and transitions in the labor market. The need to connect, exchange information and map potential partners that would help overcome challenges together, is the basic conclusion of this working group.

II working group - Civil control of industrial pollution

So far citizen measurement of air quality has proven to be a good approach for involving citizens in the issue of environmental pollution. However, the technology that citizen use so far covers a limited range of pollutants. There is a growing number of citizens and activists from different areas throughout Serbia, who point that air pollution is originating from industry. On the other hand, companies have a responsibility to improve their production processes, reduce the harmful impact on the environment and operate transparently. This working group brought together representatives of citizens, activists, civil society organizations, experts in the field of air quality, representatives of public health institutions, as well as the private sector. One of the conclusions of the working group is that we measure the pollution that comes not only from chimneys, but also from landfills, and request of the citizens should be the inspection of the operation of the industries.



III working group - Partnership for sustainable development



The Partnership for Sustainable Development working group dealt with the needs and models of cooperation between the business, civil and public sector. The concept of sustainable development and Agenda 2030 (especially sustainable development goal 12, which includes the sustainability of companies), as well as sustainable business and ESG standards, were used as a framework and starting point. The goals of sustainable development represent a suitable framework for

mobilizing available resources in order to build sustainable communities and improve the quality of life of citizens of Serbia. In order to achieve this ambitious goal, the cooperation of all important actors who make important decisions and mobilize the local community is necessary - and these are, above all, the three sectors mentioned. Members of the working group identified existing collaborations and defined potential models that would enable the improvement of this collaboration in the future. Based on the collected information, research will be conducted that will result in concrete recommendations and an advocacy initiative. The conclusion of the working group is that we need: more intensive cooperation of the civil, public and business sectors, involvement of local communities, but also additional education. The working groups will also meet in the coming period, where they will continue to connect and work on a set of recommendations for solving problems in these three areas.

The Move.Link.Engage. conference has promoted knowledge, partnership and responsibility for years, having constantly worked on improving the quality of life within the community and dealing with issues of social importance. The conference is supported by the US Agency for International development (USAID) and the Embassy of Sweden in Belgrade, and was organized by the Belgrade Open School in cooperation with the BFPE Foundation for a Responsible Society, the Balkan Investigative Reporting Network in Serbia and the Nordic Business Alliance.



BOS team at Move.Link.Engage. Conference, Belgrade, November 15th 2022

Youth and Media for Democratic Development

During 2022, Belgrade Open School (BOS) completed the first and started implementing the second program year within the "Youth and Media for Democratic Development" program (Advancing Media and Youth CSOs Partnership for Prosperous Democratic Development of Serbia). This program is implemented with the support of SIDA and the Embassy of Sweden in Serbia.

Through the implementation of this project, BOS seeks to empower the capacities of youth civil society organizations and media in local communities by strengthening their partnerships, and contributes to the fulfillment of strategic goals related to civil society development and youth policy improvement.

The general goal of this project is to contribute to strengthening democratic practice, rule of law values, and human rights in Serbia, through the reporting of independent media and the activism of civil society organizations for young people.

The specific objectives of the project are: to enable sustainable partnership between media and civil society organizations for young people in addressing the problems of democratization, human rights, and rule of law in the local context; to improve and encourage the participation of young people in mobilizing the community for necessary democratic changes; to improve the quality and standards of investigative reporting, media literacy, and combating fake news in Serbia.

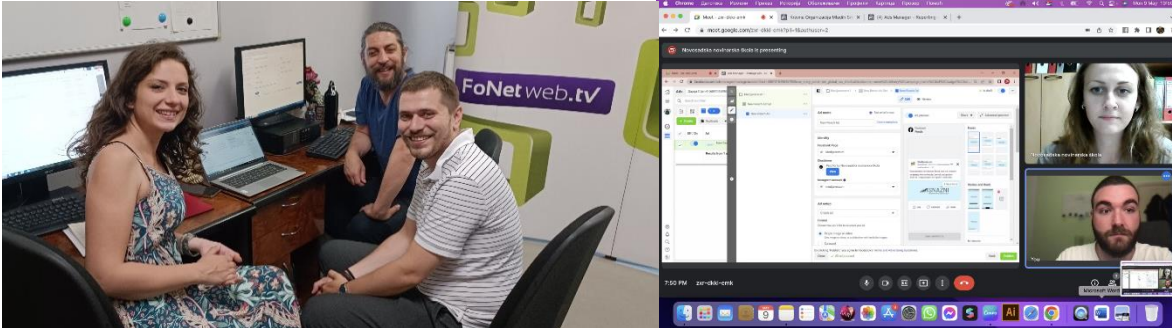
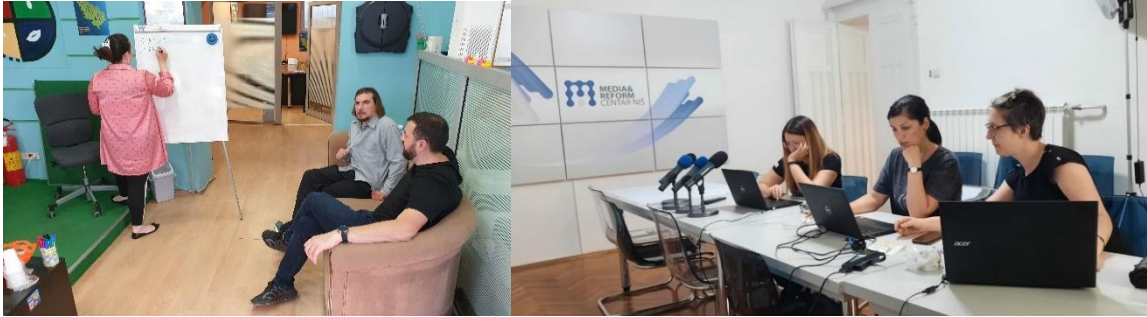
The first project cycle of the "Youth and Media for Democratic Development" project ended on May 31st, 2022, and the implementation of the second project cycle began immediately after, which will be carried out from June 1st, 2022 to May 31st, 2023. In 2022, 18 projects were supported - 10 from the first and 8 from the second project cycle, which were implemented or are being implemented in partnerships between civil society organizations for young people and media.

The project focuses on local communities and has been implemented or is being implemented in the following cities: Subotica, Becej, Novi Sad, Belgrade, Krusevac, Nis, Vranje, Bujanovac, Jagodina, Cicevac, Sabac, Tavankut, and Pancevo, but some project activities will also be implemented in other local communities.

The areas of activity of these projects can be classified into four clusters:

- Youth policy/youth activism
- Human and minority rights
- Media literacy and combating fake news
- Agriculture

Within the first cycle of the project, the BOS team conducted a needs analysis of supported civil society organizations and media, and based on that, created individual trainings that were held during April and May 2022. Some of the areas covered include: strategic planning of organizations, financial management, the use of new tools for social media promotion, fundraising, advanced data collection techniques, etc.



Individual trainings

Supported youth CSOs and media had the opportunity to meet at the Final Training towards the end of the project year, where partners presented their project results and discussed the use of new techniques for attracting media attention.

Projects supported within the first cycle of the project were successfully completed on May 31st, 2022. Some of the most important results of the first project cycle are presented in the infographic below:



In addition, an educational program for young journalists, called "Journalism Academy", was launched, which lasted from March to May.



As part of this program, a Meeting for Introduction was held on March 31st - April 2nd, 2022, in Zrenjanin, for 15 young journalists, where the participants had the opportunity to get to know each other, but also to discuss various techniques and tools in journalism with more experienced colleagues.



Introduction meeting Zrenjanin, March 31st - April 2nd, 2022.

The participants attended an online lecture program based on a pre-created curriculum, which lasted for 6 weeks. During this program, they had the opportunity to meet, learn, and exchange opinions with some of the most renowned journalists, media experts, and professionals. The lecture program was accompanied by individual mentoring work with the participants, with the aim of creating a final project - a complex journalistic form. The participants produced 14 final projects that were published in credible media outlets.

The final meeting within the Journalism Academy was held from May 26th to May 28th 2022, in Vranje. At this event, the participants had the opportunity to summarize their impressions, evaluate the program, and talk to media experts about the challenges of working in journalism and threats to journalists' safety. Monetary awards were also assigned to the authors of the best-rated final projects at this event.



Final event, Vranje, May 26th - May 28th 2022.

The call for the second cycle of the project was announced on May 25th and lasted until June 30th. During the open call period, BOS held three information sessions - in Nis, Novi Sad, and online, where interested representatives of youth civil society organizations and media had the opportunity to learn more about the application conditions and the project.

A pre-selection training was held for the applicants of 8 project ideas (July 20th and 21st, 2022) in which representatives of selected civil society organizations and media had the opportunity to learn about the rules and objectives of the project, as well as to acquire competencies for successfully completing the required project documentation by presenting specific tools and techniques - i.e., to successfully implement the process of developing project ideas into full project proposals.



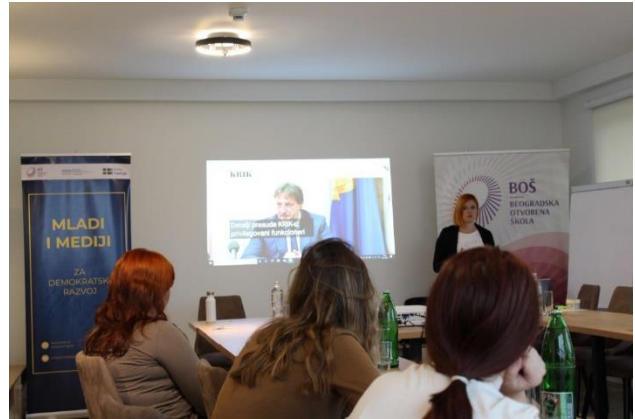
Pre-selection meeting, Belgrade, July 20th

The selected youth civil society organizations and media outlets were provided with individual mentorship support from the BOS team, with the aim of more effectively developing project ideas into full project proposals. The implementation of projects supported in the second cycle began on September 1st, 2022. Prior to the start of the projects, from August 31st to September 2nd, 2022, an Initial training was held, where representatives of youth civil society organizations and media had the opportunity to better familiarize themselves with the future work plan, planned project activities, as well as to get to know each other better.



*Initial training, Šabac,
August 31st – September 2nd*

As part of the capacity building program, BOS organized trainings intended for the specific needs of partners, within this project, on November 17 and 18th, 2022. Eight representatives of the media attended the training "Techniques of research and data collection" in which they had the opportunity to improve their reporting skills by learning about the ways in which they are collected, read and used in the work of the media.



On the other hand, their project partners, eight representatives of youth civil society organizations, attended the training "Youth, Community Engagement and Public Advocacy" where they became better acquainted with key principles for community engagement and partnership building. They also gained an understanding of the process of public advocacy and the current context of the policy-making cycle, especially with regard to youth policy practices and instruments at the local level focused on solving community-interest problems.



Implemented activities:

- Organization of 19 individual trainings for youth CSOs and media, with 62 participants;
- Organization of a final event in Sabac for partners, with 19 participants;
- Organization of a meeting within the Journalism Academy for 15 young journalists;
- Organization of a final meeting within the Journalism Academy for 14 young journalists;
- Conducted 3 information sessions - in Nis, Novi Sad, and online;
- Organization of a two-day pre-selection training for selected youth CSOs and media, on July 20th and 21st, with 32 participants;
- Provided mentorship support (engaging five external experts) to youth CSOs and media to develop project ideas into full project proposals, in September;
- Organization of a three-day Initial training from September 29th to October 1st, for 20 representatives of selected youth CSOs and media;
- Organization of a two-day training "Youth, Community Engagement and Public Advocacy" according to specific needs of youth CSOs, on November 17 and 18th, with 8 participants;
- Organization of a two-day training "Research Techniques and Data Collection" from November 17 to 18th, with 8 participants.
- Conclusion:

Contribution to capacity building and civil society building

Through this program, BOS contributes to achieving all three strategic goals:

First - Human resource development, through the implementation of an educational program for young journalists, in which participants have the opportunity to improve their knowledge and acquire additional skills for journalism. In addition, through training and mentoring, they learn to use new tools and create new, more complex types of content.

Second - Improving public policies, by supporting youth civil society organizations that have an advocacy dimension and insist on changes in their local communities, as well as those dealing with local youth policy issues, BOS directly contributes to improving public policies in this and other areas.

Third - Strengthening capacities, by providing financial and mentoring support to 8 media outlets and 8 youth civil society organizations, as well as through capacity-building programs such as trainings and workshops, which aim to analyze the needs of youth CSOs and media, and then create a program that will strengthen them and ensure their sustainability.

Active citizens - better society: Through Partnership towards democratic development in Serbia

Active citizens - better society: Through Partnership towards democratic development in Serbia is a five-year project implemented by the Belgrade Open School together with the BFPE Foundation for a Responsible Society and the Balkan Research Network (BIRN) Serbia with the support of the United States Agency for International Development (USAID) from November 19th, 2018 until May 18th, 2023. The goal of the project is to contribute to the strengthening of the democratic society in Serbia, which is based on the culture of citizen participation in political processes and consistent democratic practice. Project activities are aimed at improving the practice of public advocacy in civil society, namely practices that represent the interests of local communities and in the formulation of which citizens are actively involved.

With this project, BOS strives to improve public advocacy practices in civil society in Serbia; increase citizens' support for the activities of civil society organizations; improve the process of decision-making and development of public policies; improve the understanding of the advocacy role of civil society organizations among citizens, media, decision-makers and the business community. All information about the project is available on the javnozagovaranje.bos.rs platform.

During 2022, the consortium gathered around BOS cooperated with 20 selected civil society organizations and through financial, mentoring and expert support strengthened their capacities for public advocacy. The focus of this year's support program for civil society organizations was the cooperation of civil society with the business sector, so most of the activities were aimed at strengthening the cooperation of these actors, their advocacy initiatives and/or practices of the business sector and their compliance with the normative framework.

The civil society support program included 5 trainings in the field of public advocacy, business and civil sector cooperation, communications and personal development. The trainings were attended by representatives of 20 selected organizations, program and project partners, as well as the winners of Change-maker award. Since the focus of this year's support program is cooperation with the business sector, a two-day training on successful cooperation between CSOs and the business community was organized in October. This training is a continuation of the meeting that was held on June 30, when grant beneficiaries had the opportunity to learn about the best practices of cooperation between the civil and business sectors. The representatives of the organizations had the opportunity to exchange their previous experiences of cooperation with the business sector, as well as to discuss the obstacles to the development of partnership, the values and principles of this cooperation. After the training, a brochure was created with concrete steps for establishing and improving cooperation with the business sector, a list of questions that the business sector usually asks before establishing cooperation, and examples of successful cooperation between CSOs and the business sector were also presented.

During the implementation of public advocacy campaigns, the supported organizations directly involved 3,500 citizens through public events, 4,600 through research, while the number of citizens reached through online and traditional media is about 2,000,000. During the implementation of public advocacy activities, the organizations involved more than 412,000 citizens through social media activities. In 2022, an analysis "Roadmaps to partnership - cooperation between the business and civil sectors in the field of public advocacy" was published, with the aim to examine the cooperation between these two sectors and the nature of that relationship, as well as what motivates and what obstacles members of both sectors face during the establishment and implementation of cooperation.

The final product of this analysis, which included 32 civil society organizations and 24 companies, are specific recommendations on improving cooperation between the business and civil sectors. This research has shown that representatives of the civil and business sectors perceive numerous positive outcomes of joint cooperation, as well as that there is room for improving cooperation and entering into a partnership relationship between the civil and business sectors. Recommendations provided by this research move in several directions and include guidelines in regarding the improvement of communication and information about the work of the other sector, planning and design of joint activities, establishment of cooperation with partners with common values.

During 2022, four events were organized with the aim of promoting positive examples of CSO advocacy initiatives and lessons learned from the public advocacy process, as well as improving the visibility of local organizations and their activities. Each event had a different theme and was tailored to the chosen community. The first event was organized in Pirot on October 5th and was dedicated to the development potential of this city. The event was organized as an interactive presentation of organizations that were part of the support cycle in previous years. The second event was dedicated to



the protection of children's rights and the importance of creating a stimulating and safe environment for them to realize their potential. The goal of this event was to increase the visibility of the protection of children's rights, as well as to promote the work of organizations that were part of the support program and deal with these topics. The third event was held on October 20th in Belgrade, and the goal of the event was to raise the visibility and importance of urban mobility in cities. Since the idea of the caravan was to motivate citizens to use alternative sustainable modes of transport instead of cars (bicycle, electric scooter, public transport), the first part of the event was marked by a "critical mass" bicycle ride, which ended with an informal gathering where organizations from previous support cycle presented the results of their projects. The fourth event was held in Zlatibor on November 2nd and was dedicated to small producers and family firms involved in the wood industry. As part of this caravan, visitors had the opportunity to visit the Fair of innovative wood products and small carpentry, where the importance of environmental protection in the process of production and improvement of the woodworking sector was highlighted. The events attracted a lot of media attention and more than 40 news were published, and information about the events was also reported by Danas, Nedeljnik, Radio Beograd, RTS, K1, Nova S, Beta.



During 2022, for the fourth time in a row, awards were given to Change-makers - motivated citizens who persevere in their efforts to improve their lives and the lives of their fellow citizens in areas such as human rights, social protection, environmental protection. These awards are intended to highlight the most inspiring and the most successful public advocacy campaigns and to encourage others to work for positive change in their community. This year, awards were given in five categories - four well-known ones, as well as one new one, in which organizations that have achieved cooperation with the business community are rewarded. The awards were given to: 1. Caritas Serbia – Change through Cooperation (an example of good practice and successful cooperation between public authorities and civil society organizations); 2. Women's Association Ethno charolija Prva Kutina – Success through Synergy (examples of good practice and successful cooperation between the business community and civil society organizations); 3. Creative affirmative organization Parnas - Citizen Voice (campaign which, through its public advocacy activities, mobilized a large number of citizens around a goal); 4. Bežania remains Kosa defies – Advocacy by a non-formal group (successful initiatives of informal groups); 5. Olivera Jovović and Vesna Stanimirović – Change-Makers. Also, the following initiatives were specially highlighted and awarded certificates of appreciation: PIN Psychosocial Innovation Network, Citizens' Association Help and Support for Persons with Autism of the Kolubara District, Women's Association of the Kolubara District, Association Zadrugarstvo, VIVA Water Inspectors of Valjevo, Women's Initiative and Dejan Zejnula from the Right to Life Association.



Awarding of the Change-Makers award at the MLE conference, Belgrade, November 15th, 2022

As part of the Annual Conference, the Open Partnership Forum was held on November 16th, 2022, which was based on the conclusions of the research on the cooperation of the business and civil sectors in public advocacy, which was realized as part of the project. Considering that such cooperation has yet to be developed, the consortium has structured the forum as 3 working groups in several areas that have the greatest potential for cooperation between civil society and the business sector: sustainable development and Agenda 2030, civil control of industrial air pollution, education, employability and the transition of young people in the labor market. The working groups will continue their work in 2023 and will establish a basis for the cooperation of all three sectors, which will be presented at the final conference in April 2023.

Activities realized within the project:

- Civil society support program for public advocacy;
- Selection of project partners (12 local advocacy initiatives);
- Selection of program partners (8 CSOs with advocacy potential);
- Capacity building trainings for public advocacy;
- Advocacy clinic/mentoring and expert support;
- Structured dialogue with representatives of the business community;
- Advocacy events (4 events in Belgrade, Pirot and Zlatibor)
- Annual award for Change Initiators;
- Organization of the Open Partnership Forum and the Annual Conference.

Results and achievements:

- A total of \$117,000 in support for the implementation of 12 CSO public advocacy initiatives;
- Provided support in the development of capacities for public advocacy for 8 selected program partners;
- 5 trainings organized on business and civil sector cooperation, communication in public advocacy, public speaking, personal development modules for more than 20 representatives of partner organizations and Change-makers on methods of public advocacy and citizen involvement;
- Published analysis "Roadmaps to partnership - cooperation between the business and civil sectors in the field of public advocacy " on the cooperation of these two sectors;
- Organized 4 advocacy caravans in which more than 250 people participated;
- Prepared 6 short films about partner organizations from 2022;
- Awarded 13 initiatives and Change-makers in 2022;
- Formed three working groups that will work on the development of cooperation between the business and civil sectors in the field of sustainable development, industrial air pollution and education.

Contribution to capacity building and civil society building

Project Active citizens - better society: Through Partnership towards democratic development in Serbia contributed to the achievement of the third strategic goal of BOS by improving the capacity of CSOs for public advocacy, strengthening civil activism and citizen mobilization, as well as strengthening communication between civil society, business community and public authorities.

BUSINESS SECTOR

In 2022, BOS continues the cooperation with business sector, doing in real life everything we care and advocate for. After taking into account all learned lessons from previous years, the need for mutual understanding in such partnerships, their roles in the process and their contribution to building a better environment in Serbia, we have laid an innovative foundation for further cooperation. In 2022, we focused on achieving strategic partnerships and supporting partners in their efforts to strategically connect with business entities.

Building a strategic partnership between CSOs and the business sector

The main achievements in the field of building a strategic partnership between CSOs and the business sector relate to:

- Established and fully functional 3 initiatives of cooperation between business and civil sector, with the aim of raising awareness of the importance of cooperation and influencing onto the business sector and public policies: 1. Uzice Center for Children's Rights with local schools, 2. MDR-S with ManPowerGroup Serbia, 3. BOS and OTP Bank Serbia;
- A national campaign was carried out with the aim of promoting the results of three successfully established initiatives. The campaign was covered on the following national media: Nedeljnik, BizLife, N1, Prva, Radio Belgrade
- Annual, two-day conference Move.Link.Engage. brought together representatives of the civil and business sectors, public authorities in order to point out the importance of intersectoral cooperation;
- The agreed cooperation between MDRI-S and one of the largest HR companies in Serbia, the international ManPowerGroup, resulted in the organization of a workshop for people with mental disabilities, with the aim of increasing their capacity to find business engagement. The participants of that workshop are now in the ManPowerGroup database of candidates for the labor market;
- Meetings with representatives and representatives of various international corporations such as Nestle, NCR, NBA, AmCham;
- Published guidebook Initiative for Sustainable Future - Innovative Approaches for Cooperation between the Civil and Business Sectors;
- Organization of a workshop and presentation of the guidebook.

BOS & OTP bank

The joint initiative of BOS and OTP Bank established in 2020 has been successfully carried out during 2021 and 2022. The initiative with OTP Bank was developed with the aim of supporting innovative environmental entrepreneurship and raising awareness of the importance of lowering carbon emissions. Generator Zero is an open competition that rewards projects and solutions that contribute to the reduction of the carbon footprint and a faster green transition. The idea is to reward solutions and projects that need initial support. BOS has chosen an expert in the field of ecology and environmental protection, who participates in all stages of the selection process. As one of the prizes, BOS will provide mentoring support to the chosen winner, through a tailor-made program in an area that will help the initiative to be more competitive in the market.

Partners of the project Generator Zero



Move.Link.Engage. Conference

The main goal of the eighth Move.Link.Engage annual conference was cross-sector networking and emphasizing the importance of cooperation with the business sector. More than 160 representatives of civil society, media, international organizations and interested citizens had the opportunity to hear stories about the importance and strength of cooperation between the civil, business and public sectors. This year's conference, through panel discussions and the presentation of BOS' research on inter-sectoral cooperation, showed that the synergistic action of all segments of society contributes to the mapping of challenges, as well as road maps to solutions.

A special segment involving the business sector was organized on the second day of the conference, when representatives of the business, civil and public sectors gathered to discuss solving problems in the field of youth employability, environmental protection and sustainable development together in working groups. The working groups will also meet in the coming period, where they will continue to connect and work on a set of recommendations for solving problems in these three areas.

After the end of the event, as an additional activity as part of Move.Link.Engage. conference, in order to strengthen cooperation with the business sector, a survey was carried out on reports on the sustainability of the largest companies in Serbia. Research on sustainable business reporting on a sample of the 50 largest companies in Serbia was conducted by the Center for Contemporary Politics in cooperation with the Belgrade Open School and the Serbian Chamber of Commerce. The research related to the business year of 2020. The sample is very significant because the number of employees in the 50 largest companies makes up almost 10 percent of the total number of employees in Serbia. The goal of the research was to encourage companies to establish and maintain high standards in terms of sustainable and responsible business and reporting, as well as to initiate a dialogue on key trends and challenges in this area.

PUBLIC SECTOR

Within the program area of improving employability, Belgrade Open School team successfully accredited four training programs at the Institute for the Improvement of Education and Training. The programs are focused on the field of career guidance and counseling and, as accredited by the official body of the Republic of Serbia, will be implemented by the end of the 2024/2025 school year. The accredited programs are as follows:

- Career guidance and counseling as a support mechanism for students from vulnerable social groups
- One step further towards comprehensive and high-quality career guidance and counseling services in secondary schools
- Standards of career guidance and counseling - application in the practice of career practitioners
- Innovative approaches in the implementation of career guidance and counseling activities

Professional development seminar "Career guidance and counseling as a support mechanism for students from vulnerable social groups"

At the request of the High School for Textiles and Design from Leskovac, the professional team of Belgrade Open School for Improving Employability held a professional development seminar "Career guidance and counseling as a support mechanism for students from vulnerable social groups" from December 10th to 11th, 2022. The training was held in the premises of the school in Leskovac, for 17 teachers and professional associates, and was evaluated with an average grade of 3,86 (on a scale of 1 to 4). During the year 2022, through projects that improve employability, 35 secondary schools received mentoring support from BOS for the implementation of career guidance and counseling activities, and three schools also received support in the form of financial resources, since they were awarded at the Career Guidance and Counseling Fair. The implementation of the trainings also contributed to the achievement of the third strategic goal, because it strengthened the capacities of the involved schools.

Training on standards of career guidance and counseling services

As a result of BOS's advocacy initiatives in the field of career guidance and counseling, the topic of career guidance was on the agenda of the Ministry of Labor, Employment, and Social Affairs for 2022. At the initiative of the Ministry, and with the technical and financial support of the project Education to Employment (E2E), the Belgrade Open School conducted several trainings with the aim of getting to know all actors involved in career guidance and counseling within different sectors and systems with CGC standards, and on that basis improve their services and activities, to provide the highest quality CGC services. In 2022, 5 trainings were conducted for representatives of the national employment service from various branches throughout Serbia, as well as for representatives of the business sector, such as specialized employment mediation agencies. These activities are defined by the National Employment Action Plan (NAPA) and are implemented in accordance with the Recommendations for the implementation of the Plan for the implementation of CGC service standards adopted by the Council for the National Qualifications Framework. The participants in the trainings were representatives of the departments of the National Employment Services, and employment agencies. The total number of participants was 77.

BOS TEAM IN 2022

1. Vesna Đukić, General Director
2. Milorad Bjeletić, Executive Director
3. Davorka Tomanović Baralić, Office Manager
4. Vladimir Pavlović, Senior Policy Advisor
5. Vlado Vranešević, IT Coordinator
6. Aleksandar Stankić, Programmer
7. Nataša Pajović, Financial Manager
8. Dijana Nedić, Financial Manager
9. Radinka Janjuš, Accountant
10. Milica Škiljević, Project Manager, Civil Society
11. Mirjana Jovanović, Programme Manager, Energy, Climate and the Environment
12. Aleksandra Đurović, Research, Monitoring & Evaluation Adviser
13. Ana Vranešević, Web Developer
14. Jovana Božičković, Communications and Public Advocacy Manager
15. Ognjan Pantić, Project Manager, Energy, Climate and the Environment
16. Tamara Arsić, Project Manager, European Integration
17. Marina Lukić, Project Manager, Improvement of Employability
18. Bojana Džulović, Project Manager, Improvement of Employability
19. Nina Cvetanović, Project Manager, Energy, Climate and the Environment
20. Marija Todorović, Project Coordinator, Civil Society
21. Marija Milosavljević, Project Coordinator, Improvement of Employability
22. Lazar Jovčić, Project Coordinator, Energy, Climate and the Environment
23. Goran Radlovački, Researcher and Project Coordinator, Improvement of Employability
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25. Aleksandar Gajić, Legal and General Affairs Coordinator
26. Jovana Pantović, Project Coordinator, Energy, Climate and the Environment
27. Maja Bursać, Communicatios and Public Relations Coordinator
28. Mina Kuzminac, Coordinator of the Educational Program Future Studies
29. Jelena Šego, Financial Coordinator
30. Bojana Bulatović, Financial Coordinator
31. Gordana Petković, Financial and Administrative Affairs Coordinator
32. Nenad Šović, Financial Coordinator
33. Angelina Ivanović, Project Coordinator, Civil Society
34. Tijana Obradović, Project Coordinator, Civil Society
35. Tatjana Avramović, Project Coordinator, Energy, Climate and the Environment
36. Sanja Ilić, Project Coordinator, Energy, Climate and the Environment
37. Miljana Jovanović, Urednica portala Progovori o pregovorima i Mingl
38. Milica Krstić, Financial Coordinator
39. Biljana Pavlović, Financial Coordinator
40. Milena Vujović, Business Cooperation Coordinator
41. Emilijija Dolovački, Project Coordinator, Civil Society
42. Jelena Miljković, Financial Coordinator
43. Jelena Đurić, Financial Coordinator
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45. Milica Terzić, Project Assistant, Civil Society
46. Marko Pajović, Project Assistant, Energy, Climate and the Environment

47. Sara Stamenković, Project Assistant, Civil Society
48. Rajna Bošković, Project Assistant, Energy, Climate and the Environment
49. Ivana Tomić, IT Assistant-Trainee
50. Dana Tasovac, Graphic Design Assistant
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59. Aleksandra Stojanović, Project Assistant, Civil Society
60. Tamara Ilinčić, Project Assistant, Energy, Climate and the Environment
61. Hristina Ćirić, Designer
62. Esmeralda Lukić, Housekeeper

CITIES AND MUNICIPALITIES WHERE BOS ACTIVITIES WERE IMPLEMENTED IN 2022

