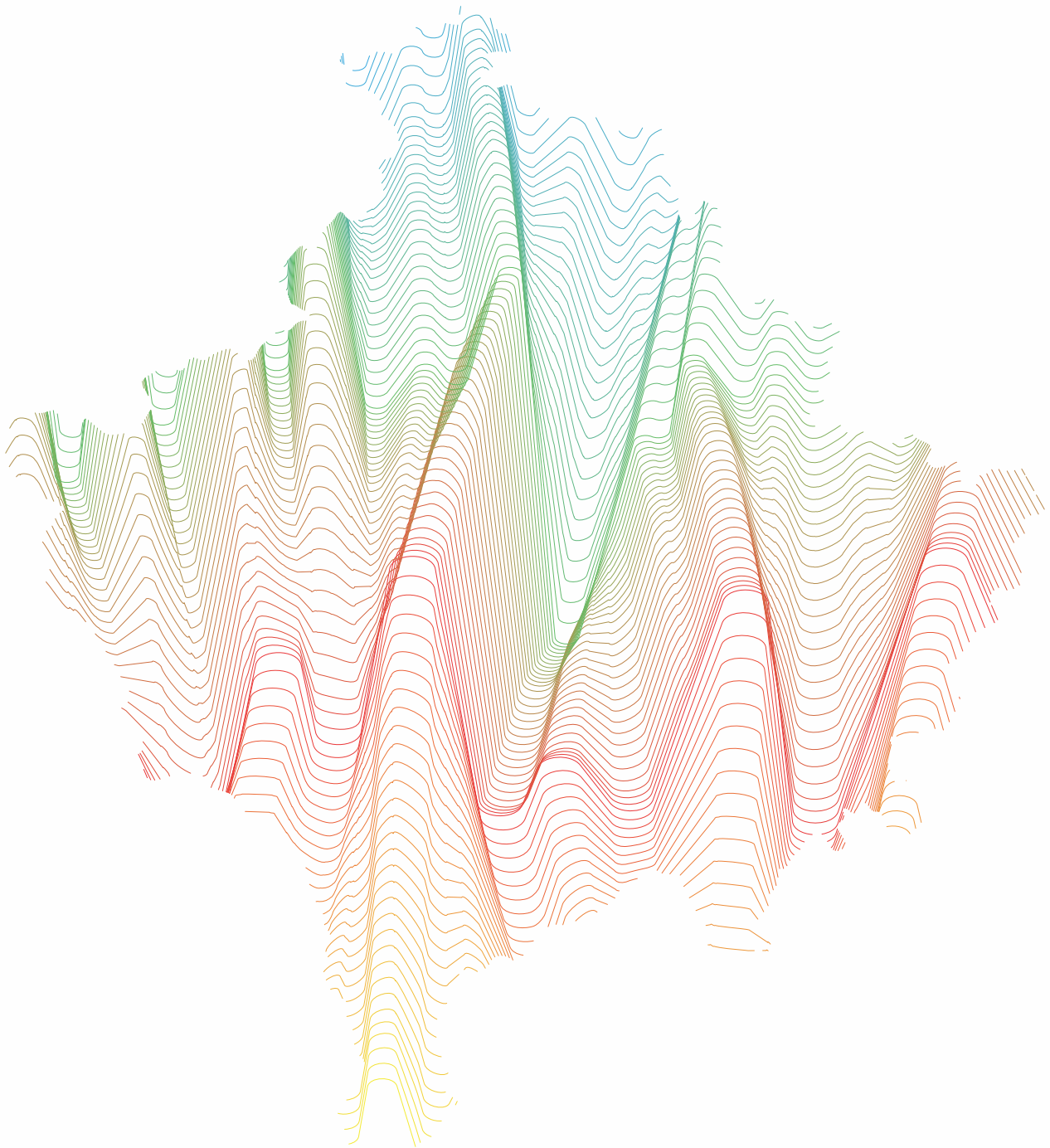


NATIONAL YOUTH CONGRESS

THE **FUTURE** HAS A **VOICE**
SHARE YOURS.

**FRIEDRICH
EBERT** 
STIFTUNG
Office in Kosovo



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Figure 1.
Frank Hantke, Country Director,
Friedrich-Ebert-Stiftung,
Kosovo



PREFACE

Kosovo is the youngest country in Europe. Nevertheless this extraordinary potential is lied wasted and even worse left alone in a neo-liberal environment which doesn't provide even the elementary public offers for the young generation, which are needed to develop the country with this next generation. Youngsters are not prepared for the recent and future labor market, only very little thought about democratic rules or regulations and left alone with their special cultural and social needs.

Therefore the support of the young generation alsois a key issue for supporting the countries' path into the European Union. The Friedrich-Ebert-Stiftung (FES) is working in Kosovo now since 18 years always supporting economic and social developments. Therefore it became a clear duty for us to support all efforts of youngsters and their organisations to develop a common strategy and one voice for their interests. Too long they were split and not really supported – only with useless words. The first National Youth Congress showed the competences, the wishes and dreams of youth

to be an important part of the country's development – despite the fact that they still are more or less neglected. Training, supporting and helping them seems to be much more important than only working with politicians and the recently leading generation which still is not taking care on its own future to be developed by the recent youth generation.

The FES will continue and even strengthen the support as facilitator and moderator but not as donor or instructor. The youth is more than able to develop its path into the future alone. The national Youth Congress Therefore could become the most important source of changes and better future conditions. The whole FES staff is wishing the best!

Frank Hantke
Friedrich-Ebert-Stiftung, Kosovo
Country director



Figure 2.
National Youth Congress,
Kosovo

SUMMARY WITH MAIN MESSAGES OF THE WORKING GROUPS

“Participation of Youth in Decision-Making”

Problems — and challenges

- Total Negligence
- Prevention from Experience
- Youth Representatives not always represent youth
- No way for democratic controlling of youth representatives
- Wrong youth-event-structures
- Youth laws on paper – but not in reality
- Bureaucracy as a main and demotivating obstacle
- Disregards lead to spiral downward of self-initiatives
- Words and papers but too few finances for youth

Requests — and recommendations

- Improvement of the approach
- Proper fund management for fair access
- Coordination in government for youth policies
- Youth-inclusion in drafting youth law.
- Transparency, proper information in time, accountability and simple procedures
- Common capacity building for common development of youth policies
- Self-engagement and best practice by international exchange
- Competent use of social media by networking
- Political education to realise democratic rights

Inter-organizational Cooperation —

- Public discussions and including group discussions in social networks
- Amending the Law on Empowerment and Participation of Youth
- Capacity building for NGO-s.
- Cooperation and getting experiences from international NGO-s
- A common youth voice

"EDUCATION"

Problems and Challenges of - Youth in Education

- Poor and low quality education at all ISCED levels
- Shortcomings in the legislative and regulatory system lacks in implementation
- Curricula sometimes even promising - but never properly implemented
- No money - no development for education
- No proper information about education policy for pupils
- Lack of adequate school infrastructure - and exclusiveness for special needs

Low hygienic and technical standards

No or only bad equipment

No didactics - poor contents

Wrong and poor Textbooks

Theory but no or only few practice

Unqualified teachers - not credible professors

Killing creativity kills perspectives in future working life

Teachers not because of passion but because of party membership

The disregarded individual and social development

Discrimination is an all-day experience

No orientation on the needs of a democratic society

Lacking of early development for professional orientation

Also career advisory is missing

The sanctioning budgetary formula

No budgetary decentralization

Education is an elementary right - no charges or payments.

Requests

- Commitment from the mobilized stakeholders
- Good planning and strategic thinking and correct implementation of the legislation
- Investment in capital and ethics
- Innovation/Critical thinking/ Creativity
- Enhanced professionalism of the teachers/ professors
- Awareness-raising and comprehensive social approach
- Early categorization for career orientation
- Increase and decentralization of the budget

Recommendations

Increase the level of cooperation, recognition of roles and of responsibilities of each and every stakeholder

Introducing of suitable reforms and use of the state authority in a correct way for the implementation and interpretation of regulations

Creation of basic human conditions and investments in the much needed school infrastructure

Application of enhanced contemporary methodology in teaching / no tolerance to denials

Training, licensing, monitoring, sanctioning of teachers/professors

Providing of equal and comprehensive opportunities / merit based sanctioning of discrimination

Enhancement of professional schools and early detection of the interest of the country in professions

Review and division/ strategic growth of the state budget for education/ implementation of the legislative initiative for the decentralization/ changing of the application of the budgetary formula in education



"EMPLOYMENT"

Problems

- Fear of unemployment and corruption – two sides of one medal
- Lack of strategic planning for economy – high unemployment
- No full integration in international sphere – no recognition of diplomas
- Incompetence of employment agency
- A vicious circle: No practice no internship – no internship no practice
- Too much consumption – too few production
- Development of entrepreneurship and administrative support in small business
- In general: economic conditions are poor – wrong mental paths
- Self-criticism – first step for more realistic efforts
- Institutions often don't care about laws and human rights
- Are there also ideologic reasons?
- Education has no labor-world orientation
- There is no proper career advisory

Requests and Recommendations:

- More transparency
- Less political interferences
- Functioning career centers – Active trade unions
- Active and competent employment agency – protection of worker's rights
- Practice orientation by more offers of internships
- Effective and much bigger labor inspectorate
- Support of small businesses by banks
- Less taxes to make new business easier
- Better knowledge about different professions – fighting prejudices
- Language courses for both Kosovar languages
- Task or obligation for enterprises to publish job vacancies – labor agency as active bridge between job seekers and business
- More and better information campaigns
- Raising the knowledge about labor world – more and better professional schools
- More self-initiative and self-confidence of youngsters
- Cooperation between universities and business



“SOCIAL AND CULTURAL LIFE”

Problems

- Poor economy – poor social life
- Slope between capital and the rest of the country
- Little and poor cultural education
- More self-initiative is needed
- Lack of information

Requests

- Allocate adequate budget
- More media information
- More decentralized funding of donors
- Extra curricula efforts to raise self-confidence and initiative
- Democracy as a kind of school subject
- Easy access to culture
- Experienced but young staff for public cultural institutions

Recommendations

- Education for self-initiative
- More focus on villages and rural areas – decentralization and inclusiveness.
- Awareness raising on three levels - Level one will deal with the institutions, Level two should target the youth for the very same reason and Level three should connect directly with a bigger budget allocation
- Opening cultural centers
Creating a communications web platform



COMPREHENSIVE REPORTS OF THE WORKING GROUPS

Figure 3.
National Youth Congress
Kosovo

Preliminaries

Kosovo is one of the countries with the youngest population in Europe. This youth Therefore should be a respective part in policy- and decision-making. But, unfortunately, due to lack of the institutional, social and media space, the youngsters face resistance and major challenges in presenting their problems and requests. And many times the youth issues fall on deaf ears or are used for and during political election campaigns only. In the last years there is an increasing number of youth

organizations and a remarkable raise of their capacities. This has led to the expression and concretization of dissatisfaction how youth is treated in general in politics. This dissatisfaction was emphasized already, but the absence of a common voice made it impossible for them to realise strategies and to exercise the influence.



Figure 4. Working Group and Facilitators
of the National Youth Congress **Kosovo**

However, the "National Youth Congress" wants to make a change. The massive participation of youth organizations has laid the way for these objectives to be coordinated, to influence and empower pressure in order for changes to happen.

In this report we will tell about the activities of the working groups; challenges and recommendations which they considered to be necessary for the youth becoming a stronger factor in the decision-making process in Kosovo.

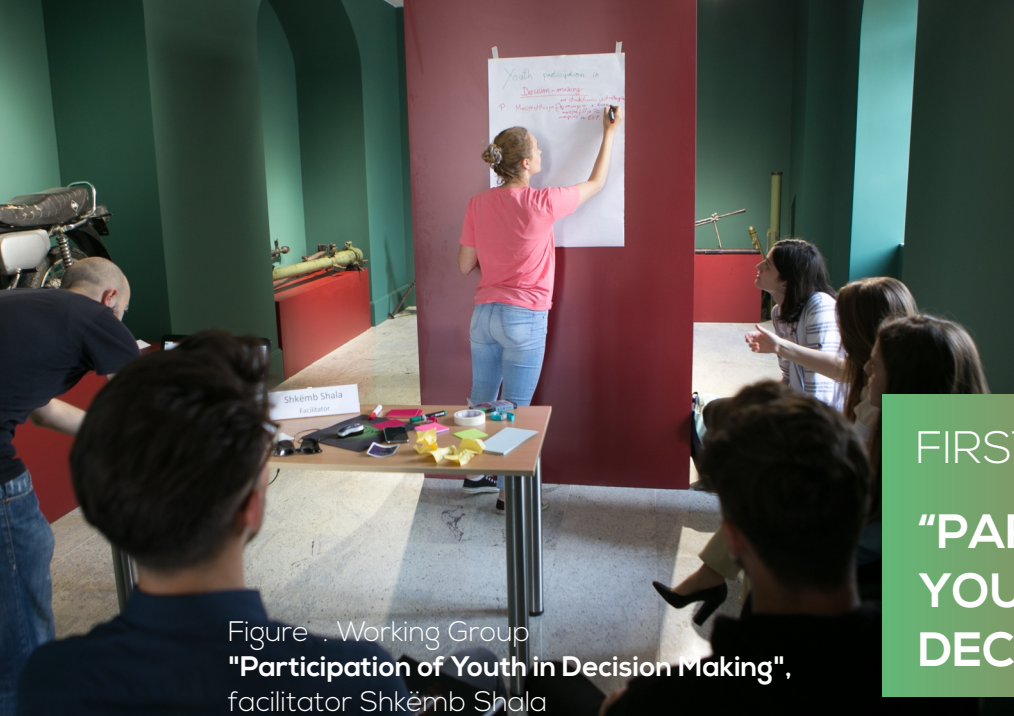


Figure . Working Group
"Participation of Youth in Decision Making",
 facilitator Shkëmb Shala

1

FIRST WORKING GROUP

"PARTICIPATION OF YOUTH IN DECISION-MAKING"

Problems and challenges

■ Total Negligence

The key problem was the total negligence against youth by the decision-makers. The main concern raised, was the negligence against youth, allegedly due to their lack of experience.

■ Prevention from Experience

But this is a paradox: On the one side from youth it is expected to have knowledge and experience, but on the other hand an access into the decision-making processes always has been denied. How can they get experience without practicing?

■ Youth Representatives not always represent Youth

Another impeding factor is the clientelistic attitude of many of their representatives. Many youngsters feel that the youth representatives do not represent them in a proper way and that they reflect a "bad model" of the older politicians. This means that they are very active during elections campaigns in lobbying for the youth, but immediately after they are assigned to job positions, then they in a way get "comfortable" and serve in the interest of the ruling hierarchy.

■ No way for democratic controlling of youth representatives

Also it was identified that there is lack of proper mechanisms which would enable youngsters to exercise pressure against this kind of representatives. And their manipulation with the interests of the youth continues without any control, responsibility or accountability.

■ Wrong youth-event-structures

It was considered that there is a lack of effective events for presenting the problems and requests of youth. Even when such events take place the information about them is not widely spread. This especially is very obvious among the youth living in less developed urban or in rural areas. A negative factor is the lack of organization networks for better information and inclusion in decision-making.

■ Youth laws on paper – but not in reality

Youth representation is well-regulated in the existing legislation in Kosovo, but the working groups have raised their concerns over the implementation of this legislation. Indeed the youth is invited to show their presence in the media, along with women

and marginalized communities. But they are never invited to participate in the working groups to develop youth policies.

■ Bureaucracy as a main and demotivating obstacle

The existence of "excessive bureaucracy" and of the official channels for raising of issues are too complicated for an average young person and this demotivates one to become an active stake-holder in decision-making.

■ Disregards lead to spiral downward of self-initiatives

This disregard of the youth in the decision-making processes has led to the loss of trust in their power. This has caused a downward for their self-initiative and for the engagement in solving their own problems. This becomes even more difficult due to the fact that the presence of youth in the media is limited only to calendar days dedicated to youth.

■ Words and papers but too few finances for youth

Another problem that was identified are the finances. Funds are mainly concentrated in the capital and less in other urban areas and least in rural areas.



Figure 6. Working Group
"Participation of Youth in Decision Making",
 facilitator **Vesa Ibrahim**

Requests and Recommendations

■ Improvement of the approach

There is an urgent need for the improvement of the approach on all levels of youth representation. Firstly, the work of youth organizations should be monitored and their objectives and strategies should be in coordination, so that the pressure exercised from youth is more precise and powerful and not fragmented and weak.

■ Proper fund management for fair access

Proposed is the balancing and good management of funds that are allocated to youth organizations which would allow for an equal access to funding and also to representation. In order to reach this balance and inclusion of youth organizations, the youth have come up with a proposal for the Ministry of Culture, Youth and Sports for a separate budgetary code for youth and for the municipalities to be provided with budgetary sub-codes for the youth.

■ Coordination in government for youth policies

It is vital for the ministries to coordinate their strategies for youth because most of the problems youth face are not a competence of only one ministry (for instance, the Ministry of Education, Science and Technology and the Ministry of Culture, Youth and Sports).

■ Youth-inclusion in drafting youth laws

Apart from the implementation of the legislation, it is reasonable to have the drafting of any administrative instruction which would oblige the governing bodies to include and empower the youth.

■ Transparency, proper information in time, accountability and simple procedures

Also, the governing bodies should become more transparent during and

following the decision-making processes and provide access to information for all stakeholders that are involved in these processes. Additionally there should be a simplification of the bureaucratic procedures for participation and advocacy. Also, there should be special mechanisms that would ensure for accountability.

■ Common capacity building for common development of youth policies

In order to enable youth inclusiveness in policy-making, the working groups have proposed for the creation of one or more platforms for youth capacity building and awareness-raising for decision-making. Governmental bodies and the civil society should be included as well.

■ Self-engagement and best practice by international exchange

Self-engagement is a key component for the improvement of policies for youth and pushing the objectives forward. Therefore it is necessary to increase confidence and active involvement of youth in the society. This is supposed to be achieved through motivating each other in order to push forward the processes and through programs for the sharing experiences of other countries. Therefore programs for study visits outside of our country are necessary.

■ Competent use of social media by networking

It is vital to be informed about any organization or event and this information to be easily accessible on internet. There should be a bigger inclusion of alternative social networks, like Facebook, Instagram and Twitter because youth can be inter-connected easily through these networks. Therefore a web-page or a social network should be managed by the students of the faculty of journalism, so that youth are participants and designers of their processes.

■ Political education to realise democratic rights

The youth and civic activism should be trained and increased from the early age through political education which would be a compulsory subject in secondary education.

INTER-ORGANIZATIONAL COOPERATION

Cooperation and inter-relation of the objectives of the youth organizations is seen as a key element regarding the implementation of youth programs and policies - even though there are challenges in these co-operations and that there are uncertainties about the functioning in practice of these organizations. Several steps for the reaching of this target:

■ Public discussions

And including group discussions in social networks in order to emphasize problems and identify possible solutions.

■ Capacity building for NGO-s

In order to be able for them to exercise influence and advocacy for youth rights and responsibilities.

■ A common youth voice

Coordination and prioritization of objectives and strategies of youth organizations for the increase of impact and power to make a change in decision-making.

■ Amending the Law on Empowerment and Participation of Youth

Including the age which defines somebody as a youth; organization and the functioning of Youth Councils (at local and central level); defining of the volunteer work, etc.

■ Cooperation and getting of experiences from international NGO-s

Aimed at improving the efficiency of work with youth.

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SECOND WORKING GROUP "EDUCATION"



Figure 7. Working Group
"Education", facilitator **Agnesa Qerimi**

Problems and Challenges of Youth in Education

■ Poor and low quality education at all ISCED levels

In general the system of education in our country was lagging behind in development and could not manage to be in coherence with continuous priorities during the daily practice of teaching and learning. Additionally the system of education is lagging behind starting from the legislative and regulatory system of this segment and down to the teaching process and the methodology.

■ Shortcomings in the legislative and regulatory system lacks in implementation

The continuous drafting of legislation and of new policies in the area of education is affecting every generation. In fact, these policies and this legislation cannot be implemented in practice and above all these laws there is no coherence.

■ Curricula sometimes even promising – but never properly implemented

Initially, the core curriculum which has started to be implemented in pre-university education is not a suitable one and is not successful in implementation due to lack of conditions, despite the fact that its contents seem to be promising. Regulations in schools are with shortcomings and are not implemented.

■ No money – no development for education

The core curriculum is not suitable and unsuccessful and this is related to the budgetary formula as one of the problems that impedes development. The decentralization of the budget starting from 2011 is not functioning and the budget allocation formula is detrimental for the professional schools.

■ No proper information about education policy for pupils

Pupils and students are upset because their knowledge of legislation for education is insufficient which is a consequence coming from the competent bodies who did not

provide proper information to them on such matters. These violations are a serious matter because they are caused by the very same institutional responsible bodies. Only when students have reasonable requests to the relevant institutions, they become public.

■ Lack of adequate school infrastructure – and exclusiveness for special needs

Without better conditions there can't exist quality education. It starts with lack of inclusiveness which means that in schools no proper access is provided for students with special needs. Namely, classrooms and other university premises are overcrowded and this impacts the quality of classes.

■ Low hygienic and technical standards

There are classrooms with damaged chairs and desks which are not clean. There is no quality air and lighting is insufficient. Toilets are in a miserable condition and in some cases there is no water, soap or toilette paper in them and they pose a risk for infections.

■ **No or only bad equipment**

At the same time, the process of education, namely the practice cannot be implemented due to lack of proper infrastructure, like laboratories, equipment or premises for sports. Last but not least the issue of security in schools which is insufficient has to be mentioned.

■ **No didactics – poor contents**

The process of teaching and the content is poor – this has sanctioned the quality of education in the country for years now and continues to remain at the same level and accompanied with many challenges starting from teaching curricula which do not contain any logical and quality contents.

■ **Wrong and poor Textbooks**

Textbooks reflect retrospective teaching – too much fast, too few process learning – which makes it difficult for students to achieve a competent and future orientated learning. Textbooks even contain spelling mistakes or sexist and racial elements.

■ **Theory but no or only few practice**

In many cases the practical part is not implemented. The classes are overburdened with subjects of science and even at the end of school year classes of arts and sports or culture are substituted with classes of science in order to reach the required number of classes according to the curriculum and thus not elaborating on education productivity.

■ **Unqualified teachers – not credible professors**

Education also is suffering due to the absence of qualification among the teaching staff. This issue has been identified and is well known at the authorities. The teachers lack knowledge in pedagogy or didactics. Many don't treat students based on their individual features.

■ **Killing creativity kills perspectives in future working life**

Moreover, many teachers are prone to engulf the creativity of the youth and push them towards the systematic learning of theory and this is useless because it cannot be applied in practice.

■ **Teachers not because of passion but because of party membership**

Too many teachers only get still a job through nepotism and political interference. The same situation is also with the professors of high education. According to some researches, it is considered that they are not that credible in their profession.

■ **The disregarded individual and social development**

The individual development that starts at early ages of education creates a respective social behavior in society. Our institutions of education do not provide standards of welfare in the classroom, and not only that, these institutions are the ones with this attitude of disregard.

■ **Discrimination is an all-day experience**

The stigma and discrimination is to be seen in every school premise. Also, sexism is quite present in secondary education and in universities. Nobody has in mind the care for mental

health, as an occurrence which is widely spread and known to be tackled internationally.

■ **No orientation on the needs of a democratic society**

These institutions are not co-operative, not even with students and parents. In fact, all stakeholders are mostly only based on their own interests only and their own position in the society.

■ **Lacking of early development for professional orientation**

Our country is lacking a strategic plan for orientation to different professions needed for the economic development of the country. Therefore education and its components are failing in orienting a youth to a professional career that provides an individual future, but also a future for the country.

■ **Also career advisory is missing**

In the country there are no functional career orientation centers and the other thing is also the attitude against certain professions because the youth dream about positions in the institutions and this is a consequence of their continuous confrontation with that very system.

■ **The sanctioning budgetary formula**

The youth consider that the budget allocated for education is small and insufficient to fulfill the standards in education. Many schools and institutions lack basic conditions for learning and this situation is further worsened with the unfair application of the budgetary formula. The budget still continues to be allocated per number of students in a school.

■ No budgetary decentralization

There still is the lack of the implementation of the budgetary decentralization, which had started since 2011, but still has not become fully functional. Many teachers are not making maximum efforts due to their low salaries and the latter situation pushes them to organize private courses for students illegally.

■ Education is an elementary right – no charges or payments.

In a country like Kosovo, education should be free of charge, or to introduce discounts for the very expensive equipment used in education which the pupils or students cannot afford often.

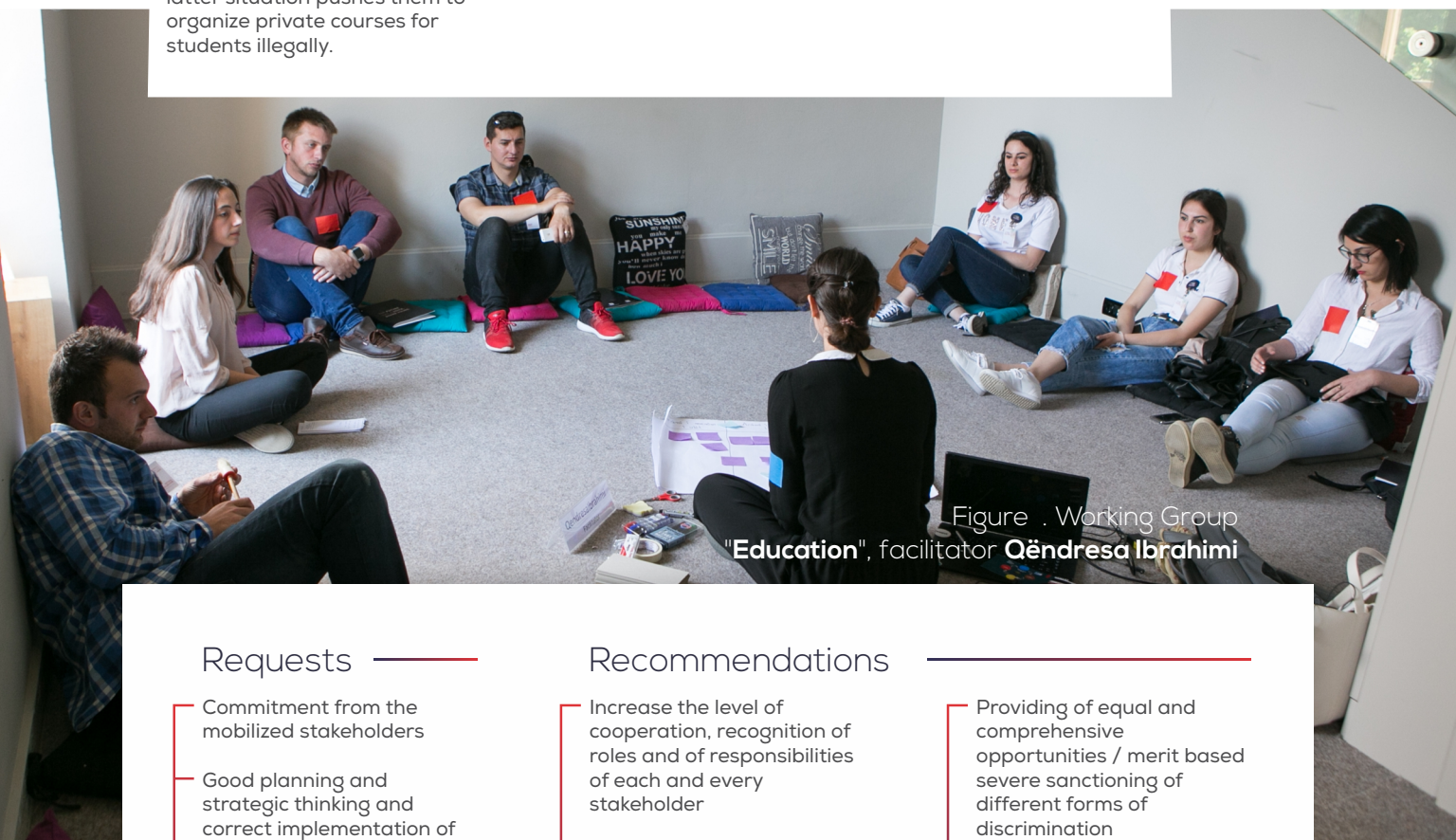


Figure . Working Group "Education", facilitator Oëndresa Ibrahim

Requests

- Commitment from the mobilized stakeholders
- Good planning and strategic thinking and correct implementation of the legislation
- Investment in capital and ethics
- Innovation/Critical thinking/ Creativity
- Enhanced professionalism of the teachers/ professors
- Awareness-raising and comprehensive social approach
- Early categorization for career orientation
- Increase and decentralization of the budget

Recommendations

- Increase the level of cooperation, recognition of roles and of responsibilities of each and every stakeholder
- Introducing of suitable reforms and use of the state authority in a correct way for the implementation and interpretation of regulations
- Creation of basic human conditions and investments in the much needed school infrastructure
- Application of enhanced contemporary methodology in teaching / no tolerance to denials
- Training, licensing, monitoring, sanctioning of teachers/professors
- Providing of equal and comprehensive opportunities / merit based severe sanctioning of different forms of discrimination
- Focusing on the enhancement of professional schools/ and early detection of the interest of the country in certain professions
- Review and division/ strategic growth of the state budget for education/ implementation of the legislative initiative for the decentralization/ changing of the application of the budgetary formula in education

Government:
MEST; Ministry of Finance; Ministry of Labor and Social-Welfare; Inspectorate of Education;
Municipalities:
Municipal Directorates for Education; Rectorate; Senate; P/K/Students' Organizations; School Principals; Steering Board of the School; Council of Parents; Council of Students of the School; SBASHK (Education Trade Union);
Civil Society:
Donors; Diaspora

3

THIRD WORKING GROUP "EMPLOYMENT"



Figure 9. Working Group
"Employment", facilitator **Dillon Berjani**

In Kosovo, two out of three youngsters are unemployed and only every eighth woman is employed. 1/3 of the youth aged 15 – 25 are not employed, nor attending education or any training. The level of legal employment among youth reaches only 8,5% and majority of the employed persons are not working in their professions. More than 20 thousand university graduates are jobless. This is the situation of the youth today, according to the statistics from the Kosovo Agency for Statistics (KAS).

Problems

- **Fear of unemployment and corruption – two sides of one medal**

The problem of unemployment from the political aspect is connected directly with the presence of corruption in employment and its less sophisticated form – the nepotism. Many youth do not get any jobs because the selection of candidates is not based on meritocracy.

- **Lack of strategic planning for economy – high unemployment**

Lack of the government strategy for creation of new jobs, that is, the lacking of a plan, a vision from the government makes the latter one take ad hoc not well-thought decisions and as a consequence of this, there is no action taken against unemployment.

- **No full integration in international sphere – no recognition of diplomas**

Absence of visa free regime and the risk from the non-recognition of diplomas from Kosovo (as a consequence of losing the membership to

EQAR) makes Kosovo youth not being able to move freely. These reasons lower the possibilities for studying and working abroad.

- **Incompetence of employment agency**

Unemployment is also a consequence due to the inability of the Kosovo Employment Agency to do more, as well as lack of information about any vacancies. But this Agency should serve as a connecting bridge between the active job-seeking unemployed persons and the vacant job positions.

- **A vicious circle: No practice no internship – no internship no practice**

The condition for the youth when they want to be hired as interns is to have some previous experience but absence of any monitoring during this practical work does add to having fewer chances in getting effective experience at work.

- **Too much consumption – too few production**

The problems related to unemployment were the lacking of jobs and the orientation of the state towards consumption and not towards production of goods. If the state would decide to strengthen the sector of production of local goods, this would have a positive impact for jobs and thus having a more stable economy based on a better balance of im- and export.

- **Development of entrepreneurship and administrative support in small business**

According to youth, small businesses are a good opportunity for new jobs, but local authorities have adopted policies that are not suitable for these businesses, so even this opportunity is at risk.

- In general: economic conditions are poor – wrong mental paths

Unemployment is in direct connection with the lacking of good economic conditions in Kosovo, lack of investments in agriculture and in the infrastructure. There are many reasons and consequences coming from social and culture area, starting with critics against the institutions and bodies and without forgetting self-criticism here.

- Self-criticism – first step for more realistic efforts

Youth in many cases acts not realistic by applying for a job position or for managerial positions without any experience. The culture of being dependent on the family and not taking the responsibility to earn their own money, often makes the young population to care even less for any own economic activity.

- Institutions often don't care about laws and human rights

The critics against the institutions start by mentioning the violation of the rights at work, discrimination of minorities, persons with special needs and gender discrimination in the private sector. Law No 50/1 and other laws are not implemented and authorities are not doing anything about this.

- Are there also ideologic reasons?

A small number of the members of the working groups think that communism as ideology does have an impact over the unemployment. According to them it makes people more passive, and the rest think that it is the neoliberalism as ideology that we have embraced in Kosovo and that it has caused unemployment.

- Education has no labor-world orientation

The role of education in Kosovo is very unproductive. The universities do not establish partnerships with businesses and as a consequence of this there is no orientation according to the labor market needs. Students are taught mainly about the general theory part due to the absence of specialization for special professions.

- There is no proper career advisory

Another problem that is related to the unemployment is the lack of proper career orientation guide, also at university level. Orientation happens by chance or "accident", and thus creating too many jurists, economists and less physicists, chemists, food technology experts, etc.



Figure 10. Working Group "Employment", facilitator **Avdyli Gashi**

Requests and Recommendations:

- More transparency

Increased transparency would increase the level of trust of the citizens for the institutions and would add to the decrease of corruption and nepotism. They are negative occurrences that are everywhere present regarding employment opportunities.

- Less political interferences

Also, the interference from political parties in power should be prevented. Still too many of their militants and persons affiliated to them, who in most of the cases are not qualified for the positions that they apply for, get jobs in public administration.

- Functioning career centers – Active trade unions

Functionalizing of the career centers and increase of the efficiency of the trade unions in Kosovo, so that in the future there would be a proper professional orientation and protection of workers' rights.

- **Active and competent employment agency – protection of worker's rights**

A proper functioning of the Kosovo Employment Agency should serve the youth. It needs a better publicity followed by organizing information campaigns about the workers' rights and the Labor Law. And also the persons working there should be professional.

- **Practice orientation by more offers of internships**

Another recommendation is directly linked to the practical work (internship) of the youth and it is about the monitoring of this practical work and also the recognition of the volunteer work as a working experience. This will be of great help for building more impressive CV-s and also encourage youth to do volunteer work.

- **Effective and much bigger labor inspectorate**

In order to have the implementation of the Labor Law and protection of workers' rights, and for more security and safety at work the inspectorate should be financed much better and the reports they prepare should be made public. That will reduce irregularities and the abuse of workers. The work of the inspectorate should be monitored by the civil society (trade unions and employers).

- **Support of small businesses by banks**

Fighting unemployment through support of small businesses by respective municipalities, is important as well as the getting of grants and loans from the banks. The interest rates which currently are very high have to be lowered especially for the support of development of new businesses.

- **Less taxes to make new business easier**

There are urgently needed the lowering of taxes for new businesses and an analysis for the most profitable businesses in Kosovo.

- **Better knowledge about different professions – fighting prejudices**

There is needed an awareness-raising about several job positions for which there are stereotypes and wrong perceptions.

- **Language courses for both Kosovar languages**

It is proposed to have some language courses organized for Albanian and Serbian language to open the internal labor market to youngsters of different ethnics.

- **Task or obligation for enterprises to publish job vacancies – labor agency as active bridge between job seekers and business**

The number of entrepreneurs has to be increased – or it should become obligatory – that report to the Employment Agency for seeking a job actively. Then there will be a clear overview on employment-possibilities and needs in Kosovo. This will create a functioning bridge between the Agency and job-seeking citizens.

- **More and better information campaigns**

Proposals about the area of education are connected to the awareness-raising campaigns going in different directions: encourage the independence from the family, education on professional trainings and education, as well as about the Labor Law.

- **Raising the knowledge about labor world – more and better professional schools**

Youth should be informed about their rights at work and the importance of professional schools as good chance too. So respective jobs can be found more easily following the completion and raising the competence of these schools.

- **More self-initiative and self-confidence of youngsters**

We need to be capable enough to increase our own initiative, so that we don't expect from others, but to take our own responsibility for the changing of the society and for the solving of problems.

- **Cooperation between universities and business**

Connection between the universities with relevant businesses and institutions offering practical work is the best proposal because this directly will help students to become competent and ready for the labor market.

4

FOURTH WORKING GROUP "SOCIAL AND CULTURAL LIFE"



Figure 11. Working Group
"Social and Cultural Life",
facilitator Visar Haxhifazliu

In Kosovo the development of social and cultural life generally depends from city to city, and city to village. The challenges and requirements for a social and cultural life vary depending on the municipalities of where the youth of Kosovo is coming from. Youth also explained that even when there are such activities, they are almost always organized only in the capital of the country. Identification of all the places in which this life can be developed in:

Cafeteria,
Night Club,
Cinema,
Theater,
Gallery,
Museum,
Park,
Festival,
Sports competitions

Marathon,
Charity activities,
School competition,
Public debates,
Students' organizations,
Civic initiatives,

Youth centers,
Local youth clubs,
NGO-s,
Universities,
Schools,
Extra-curricular
activities,
Different events.

In principle, it was agreed that public institutions such as the Ministry of Culture, Youth and Sports, as well as Municipal Directorates for Culture should be more active in stimulating and supporting cultural and social life in the municipalities where they operate. At the same time, there was a consensus that young people should be more active more demanding and in cases when there are no social or cultural activities in the neighborhood, village or town where they live, they should undertake themselves symbolic activities that contribute to the development of cultural life and social issues.

Problems

■ Poor economy – poor social life

The gap in the cultural and social life of the youth is made by the poor economic situation. The lack of economic development lowers the interest among the youth and their ability to participate in these activities and at the same time these activities are very scarce.

■ Slope between capital and the rest of the country

There is a clear centralization of all social and cultural activities in the capital, in Prishtina. More activities should be organized in all other Kosovo municipalities and activities should be spread and decentralized.

■ Little and poor cultural education

The low level of education is an impediment for the development of the cultural life because it lowers the self-initiative and the interest among the youth to participate in these events.

■ More self-initiative is needed

The lack of self-initiative is a consequence of the lack of the presence of activism and the learning of the activism. This then creates a situation where everything that has to do with the public, social and cultural life is expected to be organized only from the state institutions.

■ Lack of information

It is worth noting that even in cases where there is a rich cultural and social life, it has been observed that information on such events is centralized and only a small number of people are informed about cultural and social activities.



Figure 12. Working Group
"Social and Cultural Life", facilitator **Mjellmë Doli**

Requests

■ Allocate adequate budget

Providing, recognizing and financing socio-cultural activities

■ More media information

There is a clear request for more room in the media, TV programs or news that are dedicated to the successes and problems of the youth.

■ More decentralized funding of donors

The request to donors and businesses is to provide funding for more social and cultural activities, in a decentralized way with inclusion and transparency.

■ Extra curricula efforts to raise self-confidence and initiative

Formal and non-formal education should give priority to extra-curricular activities by requesting for more self-initiative. Children become

adults and they will know then about the importance of activism, voluntarism and about the participation to these events.

■ Democracy as a kind of school subject

Such a new culture would dominate a completely different system of education. And it would develop more active and more voiced needs from the citizens, in order to exercise more pressure on the institutions to realize their requests and needs.

■ Easy access to culture

Like there is an easy access to cafeterias, there should be also be access to the activities and the institutions that organize them. Easy access, information about the activities makes the participation certainly greater. This would directly increase and develop the cultural and social life and understanding.

■ Experienced but young staff for public cultural institutions

The institutions and responsibilities for youth interests – on municipality- or central- level – should be left in the hands of experienced persons. But these officials also should be young, because only in this way they can understand better the needs of the youth.

Recommendations —

■ Education for self-initiative

In order for the youth to be educated for the future self-initiative, for them it is important to organize themselves from the very beginning of the school on the extra-curricular activities in an institutional way. Having additional and extra-curricular classes in an organized way would increase the awareness among the youth and would make them understanding the importance of social and cultural life.

■ More focus on villages and rural areas – decentralization and inclusiveness

Institutions should offer more cultural events in areas where there are no centers, focus on villages and rural areas. In areas where centers exist, they should be visible and with a pleasant and synergy atmosphere inside. The main purpose would be reached by decentralization of these activities and focusing on the inclusiveness.

■ Awareness raising on three levels

The need for awareness-raising and advocacy campaigns are needed urgently. They should be developed in three levels. Level one will deal with the institutions, so that their representatives will understand clearly the importance and the impact of the social and cultural life. Level two should target the youth for the very same reason. Level three should connect directly with a bigger budget allocation for the organization of cultural and social life.

■ Opening cultural centers

In visible places, for an easier access by youth.

■ Creating a communications web platform

Municipalities should use this platform also and every other social network and type of communication where youth exchanges information.

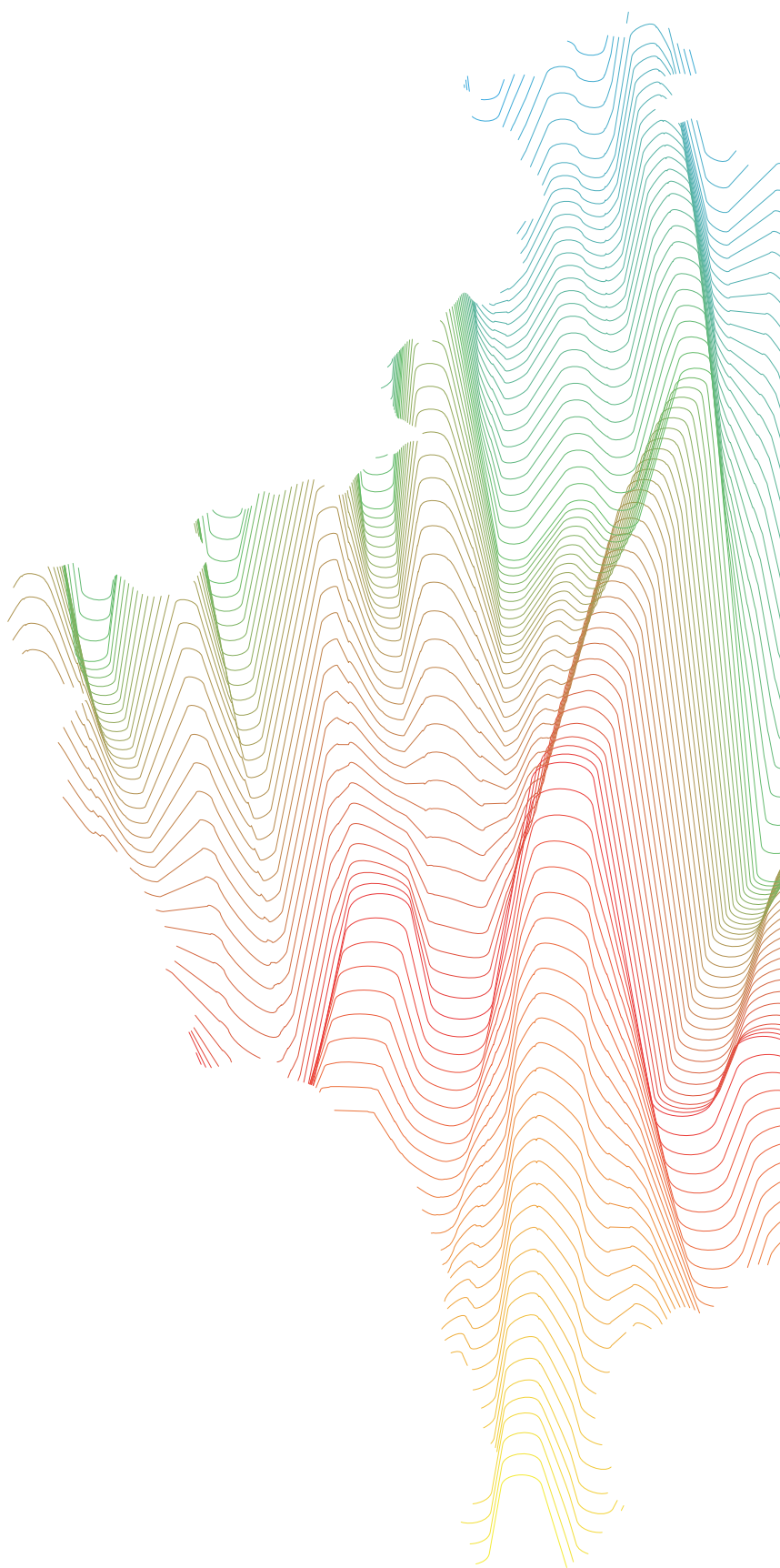




Figure 13. National Youth Congress Kosovo

FORECAST – PROPOSALS AND DUTIES

The working groups also made some proposals for the future work of the National Youth Congress:

- First “leg” of the youth-movement: Becoming more means becoming stronger

For achieving sustainability, providing of topics and making the social and cultural activities more public there is needed to get more youth organisations “under the umbrella” of National Youth Congress. This will ensure continuity and broadening of the activities.

- United development of youth strategies – various activities all over the country

A yearly congress is needed in order to clarify positions, develop activities and priorities of a common strategy.

- Regular meetings

The planary meeting of the National Youth Congress should take place once a year. Additionally the should be monthly meetings – of respective and responsible members of the National Youth Congress – regarding the certain issues to be done in order to realise the decisions of the congress.

- Different venues for the congress

The venue of general youth meetings and congress should be different and also in different regions in order to follow the own strategy of decentralization.

- Second “leg” of the youth movement: More competence with more training

There should be organized trainings for more competence building related to the youth interests and to campaign for them properly. This means training of youth multipliers to be ready also to reach rural areas with them.

- Whitespace internal information policy

In order to network, inform and organize activities there should be developed an internet based platform.

- Development of own resources for our independant National Youth Congress

To become an independent – politically and financially – there should be develop competences and ways to apply for funding – EU, RYCO and other neutral institutions.



THE **FUTURE** HAS A **VOICE**
SHARE YOURS.

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