



*Jugend in Aktion >>>*  
Österreichische Agentur



# REPORT

from

Short Study Visit in Montenegro  
31<sup>st</sup> May – 5<sup>th</sup> of June 2011

organised by SALTO South East Europe Resource Centre and  
National Agencies of Hungary, Slovenia and Austria

prepared by Ajsa Hadzibegovic  
June 2011.

## **BACKGROUND INFORMATION**

In line with its mission, SALTO SEE RC together with National Agencies of Hungary, Slovenia and Austria, have organised the Short Study Visit to Montenegro with an aim to give a push to the cooperation with this part of South East Europe by offering the opportunity to a small group youth workers and youth leaders to discover the youth work scene in Montenegro and explore possibilities for establishing partnerships with organisations from this region. The Short Study Visit to Montenegro was organised with an aim to provide the participants with a possibility for:

- Learning about the youth work reality in Montenegro;
- Visiting different youth organisations, meeting youth workers and young people and learning about their priorities and activities;
- Identifying partners and developing ideas for future youth projects, in particular within the Youth in Action Programme.

Methodology set for such event envisaged engaging external facilitator to run the study visit in cooperation with the staff of SALTO SEE RC, National Agency of Hungary and with the help of ADP ZID - local organisation. The framework was set around using participative working methods, such as teamwork, discussion, sharing of knowledge and experiences, exercises, and “learning-by-doing”.

The 15 participants were from Programme Countries (7 of them), from Montenegro (4 of them covering all three regions of the country) and from other SEE countries. They were selected according to criteria: have interest in learning more about youth organisations and youth work reality in Montenegro, and come from organisations that are interested in cooperation under Youth in Action’s Action 3.1, in particular involving Montenegro. The group was gender balanced.

## **PROGRAMME AND IMPLEMENTATION**

The programme design was covering different elements in order to reach the aim of the Study Visit. Its implementation, however, remained flexible enabling participants to express their needs and thus intervene with certain elements of the program. The final implemented program was therefore the most responsive to this specific group of participants and their needs. The main elements in the program included introduction to Study Visit, SALTO SEE and Youth in Action Programme, Exploring youth realities, Meeting youth organisations from Montenegro, Sessions for reflection on learning points and Project development and cooperation planning sessions. The program was realised in Podgorica, Budva and Kotor, covering central and south area of Montenegro.

***The introduction to Study Visit*** dealt with sharing expectations, introducing program and setting up of joint understanding about basic concepts (e.g. youth policy) to be used throughout study session. The Short Study Visit as a tool in Youth Work was presented as set of activities in a host country, enabling participants to meet local youth (organizations), exchange information and understanding of context with local organizations, identify youth issues from first hand experiences, reflect on acquired information and create bases for sound plans on cooperation.

***Introduction to SALTO SEE and Youth in Action Programme*** provided basic information about its purpose, actors, actions available to SEE. However, it was evident that another more advanced introduction to YiA specifically related to cooperation with SEE was needed. Therefore, another session was organised just before participants went into developing project ideas and partnerships. Timing and information provided during this session were perfect, specially having in mind that not only NA representative was providing information but also other participants that are more experienced in using YiA. Finally, those sessions resulted in better understanding of the possibilities YiA provides and opportunities for partnership building arising during study visit.

## ***Exploring youth realities*** was done in several stages:

### ***1. Sharing youth realities from participants countries***

Participants were preparing flipcharts mapping the situation in their country/region/local community and answering to the questions:

- What is youth reality in your country/town? What opportunities are there for youth? What is still missing? What are some challenges youth are facing?
- What youth structures exist in your country/town? What is their role? Do young people know about them?
- Where are you in this picture?

### ***2. Learning about youth reality in MNE through mini-research***

Participants were divided into three groups and asked to go to three different locations and to find out what is youth reality in MNE using specific methods:

- **observing youth on Central square** – (how they are dressed, how they behave, what are their non-verbals' saying)
- **asking employees about youth and their habits in Local pharmacy/bookmaker/caffe**
- **asking only older people on the streets about youth today** (possibilities they have and challenges they meet, also how is state taking care of youth)

### ***3. Learning about youth reality in MNE through Guided discussion with guests and sharing findings from participants' researches***

Joining the group for plenary discussion were Igor Milosevic/Committee on Youth, Bojana Bulatovic/Youth Office in Ministry of Education and Sports, Bojana Cerovic/High school volunteer of ADP ZID, Dijana Uljarevic/Youth Worker, Program Manager in Forum MNE, Milica Zugic/Initiative Board for creation of Montenegrin Youth Forum-COF.

Plenary discussion was started with short introduction of guests and then really kicked-off with participants' research teams presenting their findings. Further on the discussion was evolving around questions:

- Who are young people in Montenegro? What challenges are they typically meeting and what opportunities they have?
- What is youth policy in practical terms? Which youth structures exist? Do young people know about them?
- What is the role of civil sector? Youth workers? Youth NGOs? Which topics are typically mobilising youth?
- How does adults (parents included) see youth? What is their role in creating "youth reality in MNE"?

### ***4. Learning about youth reality in MNE through small-groups focused discussion with guests***

Participants divided in two groups according to their interest speaking with guests on following topics:

- a) With Igor Milosevic/Committee on Youth and Bojana Bulatovic/Youth Office in Ministry of Education and Sports, on the subject of youth policy, youth structures, their achievements, their visibility, involvement of youth, ownership of government
- b) With Dijana Uljarevic/Youth Worker, Program Manager in Forum MNE and Milica Zugic/Initiative Board for creation of Montenegrin Youth Forum-COF on the subject of youth participation, initiatives and activism, capacity building of youth, youth sub-cultures...

***The meeting of youth organisations from Montenegro*** was done throughout the program bringing specific insides about youth work in Montenegro. Identified organisations were asked to prepare inputs for study visit participants alongside following lines:

- success stories and challenges organisation is meeting
- specific areas of expertise and interest to cooperate/develop projects jointly through YiA
- project ideas/topics on which organisation would like to cooperate and develop joint projects

Each visit included interactive part with questions from participants. Program was designed in a way to present different types of organisations in the youth field, from non-formal youth groups, youth NGOs, SALTO SEE Short Study Visit 'Exploring youth Work Realities in Montenegro' (31stMay- 5th June 2011)

NGOs working with youth, youth boards, and municipal officers in charge for youth issues. Specifically, participants had a chance to meet:

ADP ZID	Focus on volunteerism, mobility, gambling as new addiction, use of YiA (from point of view of contact point), Mobility
FORUM MNE	Focus on community activism, leadership, participation, trainings for youth activists and youth workers
UMRAE (Roma youth group soon to be registered as NGO)	Focus on peer-to-peer approach, sub-cultures (Hip-Hop), literacy, awareness raising
Association of youth with disabilities	Focus on Access to Higher education for youth with disabilities, Awareness raising, discrimination
Foundation for Roma Scholarships - FSR	Focus on Access to Higher education for Roma youth, Awareness raising, discrimination
LGBT Forum Progress	Focus on diminishing discrimination, stigma and treatment of LGBT in MNE
Juventas	Focus on peer-to-peer approach and pupils participation in life of schools
YOUTH 4 YOU	Focus on free time of young people
BUDVA Local Youth Action Plan	Focus on policy priorities, obstacles in implementation and youth reality in Budva
Youth club in Kotor (Muo)	Focus on free time and socialisation of young people (specially those from institution of children without parents)
DELFIN	Focus on environmental issues
KOMPAS	Focus on information and counselling / <b><i>Due to last minute cancellation organisation was not met</i></b>
YOUTH COUNCIL OF KOTOR	Focus on youth participation in decision making at local level / <b><i>Due to last minute cancellation organisation was not met</i></b>



*Visiting ZID, Photo: Arnold KOVÁCS*



**Reflection groups** represented specific time devoted for participants to reflect upon and structure the newly acquired information and knowledge and voice out their learning needs. The program was almost simultaneously shaped accordingly (where possible) to encompass the needs expressed (e.g. to have more detailed introduction to YiA focused on cooperation with SEE; to provide more time for presenting youth realities of participants respective countries/communities). Other important element of reflection groups was that number of participants were entering into discussion taking further understanding of each other's perspective and thus deepening their learning.

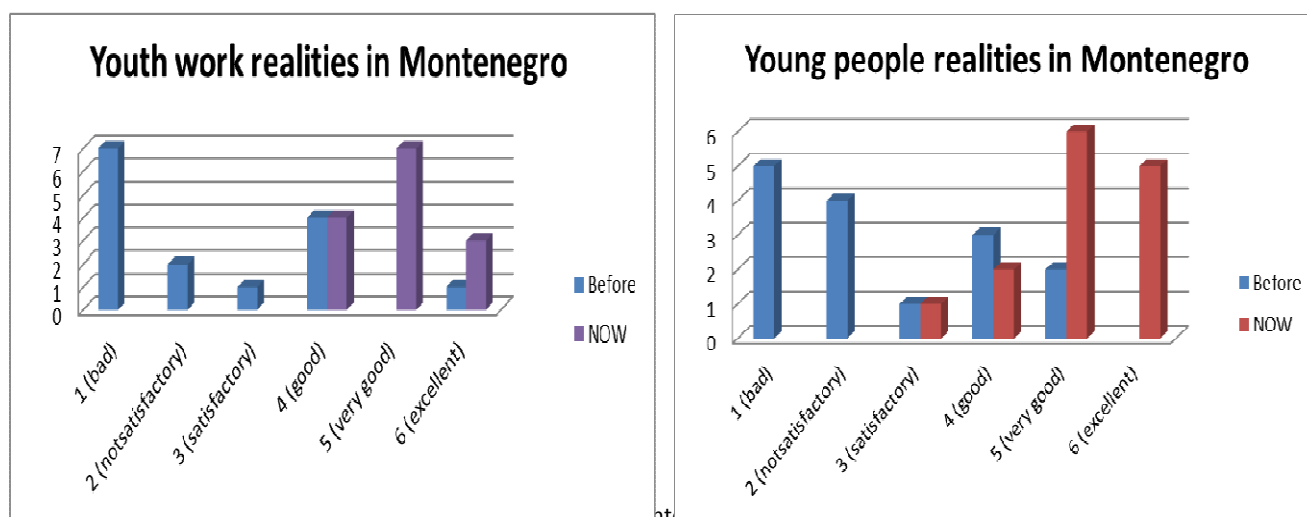
**Project development and cooperation planning** sessions were final elements of the program where participants had chance to develop own ideas, share them and compare to others' and team up to develop joint project aims. Individual project ideas summed up to 32 proposals that were grouped into several clusters out of which 7 themes were formed working of following projects:

PROJECT IDEA / team	AIM and other details agreed upon by teams
1. <b>Arts &amp; Disability</b> (Sabrina, Petra, Bojana)	Breaking barriers through art! Youth with/without barriers   1st quarter 2012   Austria, UK, MNE (potential partner from Montenegro UMHCG), Slovenia, ...
2. <b>TC on Roma inclusion</b> (Ana, Laszlo, Leo)	Empowering Roma in our society (secondary education) / potential partner from Montenegro - FSR
3. <b>TC Minorities inclusion</b> (Gamze, Darko)	What/Why/How – Inclusion of minorities (for Youth Workers)
4. <b>Exchange Roma Art</b> (Ben, Lauma)	To express in a creative way the reality of Young People with few opportunities   Belgium / Litva / MNE ( potential partners - Forum MNE & UMRAE
5. <b>Child protection</b> (Patricia, Uroš)	<i>NO concrete aim was developed, however, partnership has been agreed on the specific subject with potential partner from Montenegro - Forum MNE</i>
6. <b>Active Citizenship</b> (Arnold, Lana, Amel)	Raise youngsters active participation in SEE
7. <b>EU info</b> (Agata, Antoaneta)	T: Study visit to Poland „Exploring EU“   A: Introducing youth from SEE in EU topics and institutions   POLAND, MNE, AL, KOS, BOS, SER, MK

## CONCLUSIONS AND FURTHER RECOMMENDATIONS

The analyses of evaluation questionnaires show participants' overall satisfaction with the study visit. Following are details (ratings were given according to the following scale: 6 (excellent) 5 (very good) 4 (good) 3 (satisfactory) 2 (not satisfactory) 1 (bad))

In general, participants have assessed this study visit exceptionally positively (excellent 40%, very good 40% and good 20%) from the perspective were their expectations met in the study visit. Additionally, the charts

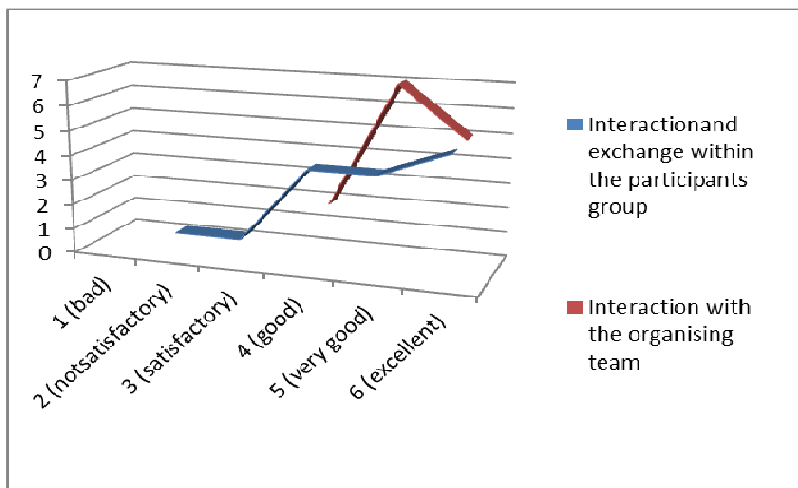


show participants' assessment of their information/knowledge about Youth Work and Young people realities in Montenegro, as well as Youth in Action programme before and after Study Visit. It is visible that there is overall growth for vast majority with recorded huge leaps from "bad" to "excellent".

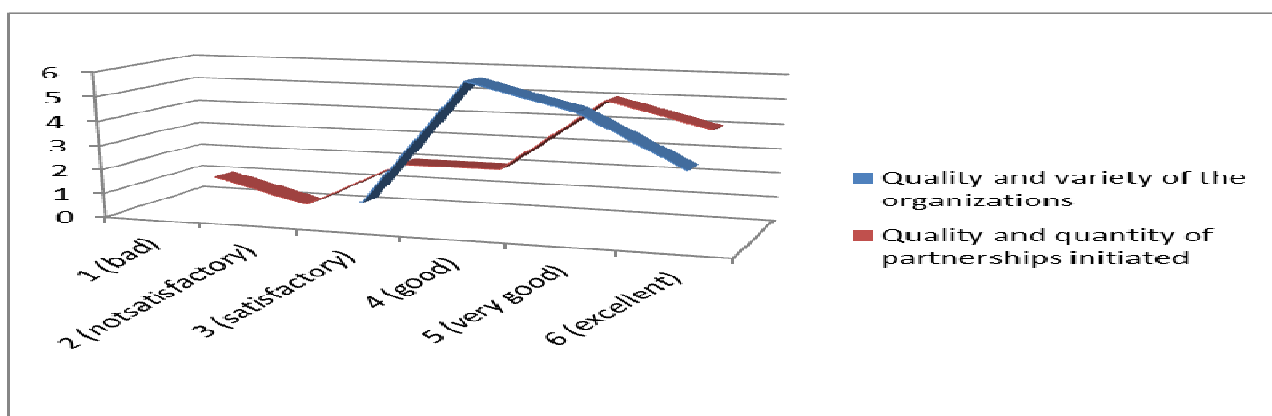
Additional point worth noting is that in column NOW there are no answers bellow "satisfactory", and it is chosen by one participant only answering about youth realities and Youth in Action programme. For all others assessment of gained understanding and knowledge in all three categories is mainly "very good" and "excellent" which is reason to conclude that the study visit surely reached at least one of the aims.

In terms of the educational methods used and how appropriate they were, participants stated "yes completely" in 27% and "Mostly yes" in 73%. Since there were no negative answers, conclusion can be made that the study visit program and delivery were designed and executed in fully appropriate manner.

Further on, discussion and reflection about the activities and experiences during the study visit in terms of interaction and exchange in the group of participants and with the organizing team was assessed fairly highly and in preference to later group. These results speak of good performance of organising team and re-confirm the complex nature of participants' group and their different needs even from the group itself.

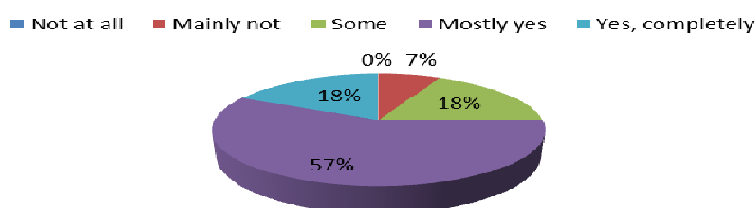


Participants were also asked to assess the quality and variety of the organizations visited during the study visit, as well as quality and quantity of partnerships initiated during the study visit. Now, data in this categories show that participants are very satisfied with presented organisations, but a bit less with partnerships established. This could be due to the fact that during study visit they only had a chance to make initial steps.



However, when assessing were they able to establish contacts and work out plans for future projects only one participant stated "mainly not". Three quarters (75%) said they were *mostly* and *completely* able to establish contacts and create plans for future projects. If their assessment is compared to outcomes of final activity when project ideas were further developed on the potential partnership teams, it is easy to conclude that participants found what they came for and that they used the opportunity to establish partnerships while in Montenegro (with NGOs from Montenegro or those from the participants group, or both).

### Were you able to establish contacts and work out plans for future projects?



Related to practical and logistical organisation of the study visit (accommodation, transfers, meals, etc.) participants are highly satisfied (79% stated it was very good). However, while commenting this question they made it clear that two hotels were not of same quality, nor was the food.

Finally, the most appreciated were visits to organisations, while “more energisers” and “more time for introducing participants organisations” were mentioned by several participants as something they lacked from the program. In terms of specific recommendations<sup>1</sup> for future organisation of Study Visit the participants were saying that:

- There should be better selection of participants to include more of those with decision making power that can initiate projects and partnerships
- More time should be devoted to participants presenting their organisations and learning about each other
- Developing project ideas in smaller groups could be done more often at different points in the program
- More time for planning projects so that at least immediate action plan could be developed by each participant
- Meet more organisations, maybe with “organisational market” in study visit place or with expanding SV to one more day
- Devote more time for team building among participants and more energisers
- Organise introduction to YiA program to be most relevant for participants and cooperation with SEE, using resources from the group
- Taking into account participants comments and suggestions for improvement already during the study visit itself should become a standard.

*I think facilitators were great, I really appreciate the fact they took into account our comments and suggestions for improvement already during the study visit itself.*

*Even if it's only study visit not triaing course there should be more integrating for participants, it would help them in realising future projects. So there should be more for example energisers and team building exercizes.*

## Media coverage

Following on agreement in the preparation team media were invited to cover study visit and thus further promote YiA to Montenegrin youth. Study visit was covered by national TV stations TV IN, TV Vijesti and TV Montena, Regional TV station TV PINK, and national Daily Vijesti, article was also featured at portal <http://www.vijesti.me/vijesti/mladi-evrope-podgorici-vidjeli-previs-sminke-besposlice-clanak-22493>

## Annexes>

### Participants list

### Useful links

<sup>1</sup> Data collected during reflection groups and from evaluation forms  
SALTO SEE Short Study Visit 'Exploring youth Work Realities in Montenegro' (31stMay- 5th June 2011)

## Participants list

Participants list - Short Study Visit 'Exploring youth work realities in Montenegro'								
	First name	Surname	Gender	Nationality	Country	Telephone number	E-mail	Organisation/role
1.	Petra	Jamnik	F	Slovenian	Slovenia	040951584	<a href="mailto:love2sun@gmail.com">love2sun@gmail.com</a>	Voluntariat
2.	Gamze	Karabiyik	F	Turkish	Turkey	+905457409266	<a href="mailto:gamzekrbyk@gmail.com">gamzekrbyk@gmail.com</a>	Youth A.R.T.
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4.	Sabrina	Schifrer	F	Austrian	Austria		<a href="mailto:s.schifrer@gainandsustain.eu">s.schifrer@gainandsustain.eu</a>	gain&sustain
5.	Arnold	KOVÁCS	M	Hungarian	Hungary		<a href="mailto:arnold.kovacs@freemail.hu">arnold.kovacs@freemail.hu</a>	Egyesek Ifjúsági Egyesület
6.	Patricia	Siska	F	Hungarian	Hungary	0036204694681	<a href="mailto:patricia.siska@yahoo.com">patricia.siska@yahoo.com</a>	Esely a tanulasra Alapitvány
7.	Agata	Poczmańska	F	Polish	Poland		<a href="mailto:agata.poczmanska@gmail.com">agata.poczmanska@gmail.com</a>	Student Association "Touching Europe"
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9.	Darko	Jakimovski	M	Macedonian	Macedonia, FYRO	+38971218197	<a href="mailto:zardarko@yahoo.com">zardarko@yahoo.com</a>	Association for Education, Progress and Lobbying
10.	Antoaneta	Ivanova	F	Macedonian	Macedonia, FYRO		<a href="mailto:antoaneta@mladiinfo.com">antoaneta@mladiinfo.com</a>	Mladiinfo-FEJS MK
11.	Luaras	Oseku	M	other	Kosovo	+381 (0)38 500 162 #1042	<a href="mailto:loseku@yahoo.com">loseku@yahoo.com</a>	Organization for Security and Co-operation in Europe - OSCE Mission in Kosovo and as a volunteer of local NGO – AKTI
12.	Amel	Ćeman	M	Bosnian	Montenegro		<a href="mailto:amelceman@t-com.me">amelceman@t-com.me</a>	Municipality of Berane
13.	Svetlana	Mikavica	F	Montenegrin	Montenegro		<a href="mailto:svetionikbar@t-com.me">svetionikbar@t-com.me</a>	NGO "Svetionik"
14.	Uros	Bulatovic	M	Montenegrin	Montenegro		<a href="mailto:u.b.u.b.u.r.o.s@gmail.com">u.b.u.b.u.r.o.s@gmail.com</a>	ADP Zid



15.	Bojana	Cerovic	F	Montenegrin	Montenegro		<a href="mailto:bojannacerovic93@gmail.com">bojannacerovic93@gmail.com</a>	ADP Zid
16.	Ana	Rasovic	F	Montenegrin	Montenegro		<a href="mailto:ana_rasovic@hotmail.com">ana_rasovic@hotmail.com</a>	ADP Zid
Team								
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19.	Ana	Mihaljevic	F	Croatian	Slovenia		<a href="mailto:anam@mva.si">anam@mva.si</a>	intern, SALTO SEE
20.	Ágnes	Hegedűs	F	Hungarian	Hungary		<a href="mailto:hegedus.agnes@mobilitas.hu">hegedus.agnes@mobilitas.hu</a>	NA Hungary, Action 1 officer
21.	László	Milutinovits	M	Hungarian	Slovenia	36703215826	<a href="mailto:laszlo.milutinovits@mva.si">laszlo.milutinovits@mva.si</a>	project coordinator, SALTO SEE

## ***Useful links***

Youth Office in Ministry of Education and Sports [www.infomladi.me](http://www.infomladi.me)

Committee on Youth <http://www.infomladi.me/index.php?IDSP=128&jezik=eng>

Initiative Board for creation of Montenegrin Youth Forum-COF  
<http://www.infomladi.me/index.php?IDSP=19864&jezik=eng>

ADP ZID [www.zid.org.me](http://www.zid.org.me)

FORUM MNE [www.forum-mne.com](http://www.forum-mne.com) and UMRAE (non-formal group of Roma youngsters soon to be registered NGO)

UMHCG [www.umhcg.org](http://www.umhcg.org)

FSR [www.isi-mne.org](http://www.isi-mne.org) and LGBT Forum Progres <http://lgbtprogres.me/>

JUVENTAS [www.juventas.co.me](http://www.juventas.co.me)

YOUTH for YOU <http://www.facebook.com/pages/NVO-Mladi-vama/207233177946>

Budva municipality and Local Youth Action Plan <http://www.opstinabudva.com>

KOMPAS <http://www.kotormladi.me/>

Montenegrin Youth Information Portal [www.informishi.me](http://www.informishi.me)

Europe / Youth [http://ec.europa.eu/youth/index\\_en.htm](http://ec.europa.eu/youth/index_en.htm)

Youth in Action [http://eacea.ec.europa.eu/youth/index\\_en.php](http://eacea.ec.europa.eu/youth/index_en.php)

SALTO [www.salto-youth.net](http://www.salto-youth.net) SALTO SEE <http://www.salto-youth.net/rc/see/>

Photo's from SSV (thanks to Arnold)  
<https://picasaweb.google.com/lh/sredir?uname=115323192123314303396&target=ALBUM&id=5622385166960484321&authkey=Gv1sRgCMnx1NXO54-nUA&invite=CICWzqwL&feat=email>