

REPUBLIC OF MONTENEGRO

**NATIONAL YOUTH
ACTION PLAN**

PODGORICA 2007

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INTRODUCTION

In every society youth is a specific, challenging and not an easy period of life. Especially in situations when numerous changes in physical, psychological and social development do not correspond with dramatic changes in social reality. Today the life of young people in Montenegro significantly differs from their parents' youth. It is difficult to identify those typical generational events and experiences which are, in more stabile social periods, handed down and repeated and which are always mentioned with the inevitable conclusion that "young people are all the same".

The social transition and deep changes in the last fifteen years made this generation very special, for many reasons and in many different ways. In surroundings in which wars were taking place, the ruination of a not well developed but relatively stable economy, declining traditional social values and the weakening of institutions are just some of the reasons why Montenegro belongs to the group of "countries in transition".

On the other hand these changes also brought in some novelities, opportunities and chances. Here, like in other regions, young people are direct witnesses and participants in those rare historic periods in which new countries are born, in which new social and economic relationships are established. The challenges are huge but we can't deny that this generation has both the luck and the privilege to come on to the social stage at this very moment.

Today both adults and youth in Montenegro are facing problems

and challenges requiring new attitudes and skills, a readiness for continuous learning and change and more rational approaches toward life. Here we refer to changes which do not imply a breach with the past or it to be forgotten. On the contrary the skill of using the best experiences of our recent or distant past is the main prerequisite for creating a clear vision – where and how to go further, and what the aims are.

The long term development of our country depends, a great deal, on the conditions in which youth will live. Their trust in the future and readiness to live and work here could be only built upon their readiness to influence their own lives and the life of society. Mechanisms for creating both the space and opportunities for these influences are strengthening the participation of youth in social processes. This can not be achieved unless there is a certain level of social consensus, e.g. both their own comprehension and the understanding of other parts of society when it comes to the position of young people in society and the opportunities to get involved in desired social changes.

Therefore the importance of the development of the National Youth Acton Plan document, the first of its kind in Montenegro, is multifunctional.

Fully appreciating the strengths of different measures, organizations and policies by which our society expressed its concern and support for youth in the past inevitably leads to the conclusion that

these were quite often fragmented, insufficiently functional and mainly protective in their nature. It was necessary for society to take one step further and to develop systemic and coherent approaches when it came to youth needs. In this respect the National Youth Action Plan is not a novelty, a special, specific or political agenda for youth. More precisely it is common framework for the existing and new, previously missing, social measure in all areas important for the healthy development of youth and their active social participation.

The two year long process of development was based not only on the dedicated work of representatives of the Ministries, other public administration institutions and foreign partner organizations, but also on the huge contribution of a great number of young people coming from the local non-governmental sector, and especially the so-called ordinary young people who live around us – pupils, students, unemployed, refugees and internally displaced persons, marginalized young people – whose voices are rarely heard or insufficiently listened to. Therefore overall, ones perception inevitable consists of points of view from the perspective of youth.

Openness and the participative process was the expression of our intention to strengthen and motivate young people to express their opinions and attitudes towards the important issues in their lives during the process of the development of the National Youth Action Plan in Montenegro. To point out that young people are the main social capital and resource for their own development and the development of society.

The National Youth Action Plan is neither perfect nor a completely finalized document. On the contrary it opens more questions than it

answers. (“a well formulated question is half the answer”). Besides this document is developmental – it invites further participation, further development and continuous adjustment. Dilemmas and its developmental nature enable this document to reflect both the life and reality of the society they live in.

While developing his document it became evident that it will not cover or represent all specificities and differences of the lives of young people in Montenegro: in the North or South of the Republic, those who are still learning or those who are waiting for a job, for boyfriend or girlfriend... In this respect the document could be a useful starting point for the development of local youth action plans which will be closer to the reality of the lives of the different young people living here.

Finally, a structured and thoughtful approach – steps in document development – is useful experience in managing the process of the development of other strategic documents in our country and in the region. It will be our pleasure to share our experiences and knowledge with all of those who would like to do so.

With gratitude to all of those who contributed to the development of this document and who are the owners of this document, together with the young, I express my hope that they will continue to implement in the long – term the activities proposed in it, with the same élan and dedication, for the benefit of all the youth in Montenegro.

Podgorica
September, 2006
Anđa Backović,
National Coordinator

Republic of Montenegro

Demographic characteristics

The Republic of Montenegro is located in south-eastern Europe and it belongs to the area of the mid- Mediterranean. It covers an area of 13.812 km² and it has population of 620.145 citizens.¹ Population density is 44 citizens per km².

According to its geographic location the Republic of Montenegro belong to the Adriatic-Dinaric part of the Balkan Peninsula. It borders Albania to the south-east, the Adriatic Sea borders it from Italy to the south, while immediate neighbours are Croatia and Bosnia and Herzegovina to the West and Serbia to the North.

The Capital, or administrative centre of Montenegro is Podgorica (173.000 citizens), while Cetinje is the royal capital, which is at the same time the historic and cultural centre.

The national population structure is composed of: Montenegrins 267.669 or 43,16%, Serbs 198.414 or 31,99%, Bosnians 48.184 or 7,7%, Albanians 31.163 or 5,03%, Muslims 24.625 or 3,97%, Croats 6.811 or 1.1% and others.²

According to the Census held in 2003 there are 314.920 women and 305.225 men in the Republic.³

The young population, up to 29 years of age, is dominant in the age structure, despite the fact that it is difficult to expect that this trend will continue.

¹ SY MNE – 2005, page 46
² SY MNE - 2005, page 50
³ SY MNE – 2005, page 50



Political system

After the break up of the Yugoslav Federation, followed by long and exhausting conflicts in the closest surrounding areas which had a strong impact on the political, social and economic development of Montenegro, Montenegro became one of a two-member federation – Serbia and Montenegro. At a Referendum, held on 21st May 2006 Montenegro became an independent state and soon it became the 192nd United Nations member.

Montenegro entered a period of strong social, economic and political reforms, with all the accompanying consequences. Besides the resolution of internal circumstance and the creation of a more challenging atmosphere for overall social-economic development, the reforms are also directed toward the strengthening of European integration.

Montenegro is a parliamentary state. Its Parliament is composed of deputies chosen by citizens through direct, secret balloting, based on a general and equal voting right.

The Constitution of the Republic of Montenegro stipulates that legislative power is to be executed by the Parliament, executive power by the Government and judicial power by the courts of law.

The President of the Republic is elected for a period of five years by citizens through direct and secret ballot.

The Macro organization of public administration in the Republic of Montenegro is composed of 18 Ministries, two republic directorates, three Republic secretariats and 8 Republic public authority organizations.

SITUATIONAL ANALYSIS – YOUTH IN MONTENEGRO

According to the Census in 2003 Montenegro has 620.145 citizens. Out of this number 143.338 persons are young people, 15 to 29 years of age⁴ - which makes up 23,2% of the entire population.⁵

Census data shows that demographic aging is a factor in the territory of the entire republic. The average age at the Republic level has now reached 35,9 years, while in 1991 it was 32,7. The decrease in birth rates in the last couple of years from 5,1 in 2001 to 3,5 in 2004 is worrying.

Data from the Employment Office of the Republic of Montenegro shows that 21,9% of persons younger than 25 are waiting for employment. Out of the total of 48.834 unemployed persons, at the end of 2005, there were 18.395 persons in the age range between 15–30. Young people with invalidity/handicap (further: youth PWI/PWH) make up 5,4% of the total category of young in the age range 15–30, and according to Employment Office records there are 234 PWI/PWH. Official data indicates there was a reduction of unemployed youth in this age group in the period 2000 – 2005, from 42.627 to 18.395.

The Young of Montenegro are marrying later and due to economic dependence a high number of young people remain in

⁴ Including persons at 29 years of age

⁵ MONSTAT – Statistics Office of the Republic of Montenegro, SY MNE – 2005, Podgorica

the parental home for a long time – an “extension” of life with the primary family, while the creation of ones own family and child birth is delayed for some future period.

In the last couple of years a slow fall in marriages and an increased number of divorces may be identified. The number of new marriages in 1991 was 3.817, while in 2004 it was 3.440 (-10%). The number of divorced marriages was 388 in 1991, while in 2004 there were 505 divorced marriages (+30 %).⁶

Brave New Generation, one of the rare studies dealing with youth in this region, discovered that in 2002 just 39% of young people wanted to remain in their own country, 9% were not sure, while the rest were hoping to go abroad.⁷

In statistical terms the youth in Montenegro are quite “invisible”: so far very limited effort has been invested toward meeting the needs, interests and aims of young people in researches and as a result there is just insufficient relevant data for this population available.

⁶ Ibid.

⁷ Brave New Generation – Youth in SR of Yugoslavia, UNICEF, 2002

School year 2005/6:

- Number of elementary schools: **161**
- Number of secondary schools: **48**
- Number of pupils in elementary schools: **74759**
- Number of pupils in secondary schools: **31903**
- Number of faculty units: 15 faculties + 4 institutes; starting from 2006/7 two new faculties: psychology and dentistry
- Number of students (active, graduate, senior undergraduate,) **13991**
- Number of study programmes at 2006/07: **72**

EDUCATION

„One of the most important characteristics of all education systems is the ability to continuously adapt to the requirements of contemporary society. A sustainable education system is characterised by the acquisition of applicable knowledge, skills and competences which enable pupils to actively participate in their social lives. A comprehensive vision for the reform of education in Montenegro was published in the document entitled Book of Changes in 2001. This new vision for the education system was aligned with the overall strategic directions and reform aims set up by the Government of Montenegro which aimed at the establishment of a democratic, developed and open society based on the rule of law, multiethnic diversity, mutual understanding and tolerance. The Book of Changes outlines a clear vision of how the education system will support these aims with full respect for the positive values of heritage and tradition”.⁸

Education process in Montenegro is delivered through various forms of formal, non-formal and informal education.

Formal education in Montenegro «...is delivered in pre school institutions, schools, institutes and at the adult education provider and pupils' dormitory...» (*Article 3, General Law on Education, Official Gazette RMN No. 64/02*).

The implementation of education reform started in the school year 2004/05 in 20 elementary schools and all secondary

⁸ Strategic Plan of Education Reform for the Period 2005 – 2009

vocational schools⁹. Reform was based on changes in the legislative framework and adoption of new curricula for all levels of education (preschool, elementary, high schools, secondary-vocational and high education) and for certain education providers dealing with adult education.¹⁰ The implementation of the new curricula encompasses not only improved formally-technical working conditions, but it also some crucial changes related to the content, scope and ways of acquiring knowledge and its assessment.

The reform proposals set the following aims: provision of conditions for the optimal development of each individual's potential, respect for his/her individual, social, national and cultural needs, as well as national and religious affiliation, respect for differences and respect for the needs, wishes and opportunities of choice and overall education at all levels, awareness raising about national affiliation, culture, history and tradition and participation in the process of European integration.

Taking these aims into consideration the current problems which could be recognized in the area of youth education are: **infrastructural and curricular.**

⁹ An additional 27 elementary schools were involved in the school year 2005/6, while an additional 28 elementary schools and all high schools were involved in the school year 2006/7

¹⁰ Education providers – Institutions, organizations providing various services in the area of education

Infrastructural problems

Schools in Montenegro are not equally equipped and this often depends on the area or the region in which the school operates. Insufficient teaching aids in classrooms and offices are evident. School space is usually inadequate, old and with old equipment, especially in small places and in rural areas. Schools have a small number of computers in general and the existing ones are not sufficiently used. At the same time there is not enough space which could be used for extra-curricular activities and not enough space for pupils' prolonged stay in school.

Textbook and school material prices are still high for a significant number of parents. Additionally there is a lack of textbook titles for teaching in the Albanian language.

Lack of accommodation capacities in **pupils' and students' dormitories** and old buildings are evident problems, influencing living and working conditions in these premises. The conditions in students' dormitories are better than those in pupils' dormitories (for example in Podgorica).

Young people in rural areas are in an especially unsatisfactory position. In most cases they attend the 4th and the 8th grade of elementary school in that place, while secondary education is continued in new surroundings. The most common infrastructural problems in rural schools are the lack of contemporary teaching aids and teaching space and the

transportation of pupils from house to the school.

Youth PWI/PWH still cannot be included in the teaching process adequately since architectural barriers, inadequate accommodation conditions in schools and the lack of didactic resources is evident. Very modest and limited book resources are dedicated to this target group. The majority of special institutions in which the young PWI/PWH are educated sometimes do not satisfy the minimal conditions for quality education. Quality of accommodation in pupils and students dormitories is often inadequate and it does not satisfy the desired and projected aims of youth PWI/PWH schooling.

Practice shows that **parents' councils and pupils' associations** even in a situation in which legal regulations stipulate the decentralization of the education system they still do not function satisfactorily and therefore the natural family-school partnership still only has a formal framework.

Mobility, Neither the regular transport system nor the education one is at appropriate level and in most situations it is influenced by the poor financial situation. Even the fact that rules have been set for school journeys to have an educational character their programmes are in most of cases underused and these are organized based solely on the demands of the tourist market.¹¹

¹¹ More data on mobility (including education mobility) are given in the chapter Informing and Mobility

Curricular problems

Education reform started to show at first, encouraging results. It is still not possible to observe all aspects of change; changes are evident in achieving curricula aims, in the methods of work and the accompanying infrastructure in schools implementing education reform.

CEI (Central European Initiative) promotes cooperation between high education institutions via seminars, workshops and summer schools; TEMPUS programme promotes joint projects, courses and training and individual scholarships; CEEPUS programme creates university networks which organize intensive courses, student trips and scholarships.

In the majority of the schools around Montenegro the old curricula are still under implementation and these do not develop all of the pupils individual abilities and do not support the development of their personalities in line with their individual affinities and interests. Content is extensive and overburdening, with a lot of unnecessary contents – usually it is not possible to establish links between content and the real world and practice, and this results in the incomprehensibility of many teaching contents. Along with an insufficient number of computer classrooms in schools there is an insufficient number of teachers which are trained in ICT and who are using ICT (such as computers, multimedia appliances and similar) in the teaching process and they are not trained how to use this while delivering teaching.

The new Curriculum also proposes the delivery of **extra-curricular activities**. These still do not exist in many schools and they usually do not meet the needs of youth both in their content and variety.

The main problem when it comes to **in service training** with the young are: scholarships, study visits to other countries, exchange of students with other countries, the establishment of funds for talented pupils and the like. Besides an insufficient number of scholarships, study visits and exchanges, there is also problem of insufficient awareness of young people about existing possibilities.¹²

Our country is a member of and it has the possibility to use a number of **international programmes (CEI, TEMPUS, CEEPUS)** in the area of higher education, offering the chance to enjoy continuous professional development.

There are also a certain number of international **student mobility programmes and scholarships provided by foreign governments** supporting countries in development – but these are still unavailable for a significant number of interested young people in Montenegro.

When it comes to the **fund for talents** there is a fund of the Ministry of Education and Science dedicate to talented students continuing master studies. In many municipalities there are also municipal funds used for financial support for continuation of schooling for «lučonoša»¹³.

¹² Scholarship are dedicated to talented pupils in line with the provisions of the General law on Education and to talented pupils in line with the provisions of the Law on Higher Education

¹³ A pupil who has excellent results in all grades during his/her education

Regardless these possibilities for scholarship provisions we still have a high number of young, talented people who can not meet their needs for education in line with their wishes and interests.

The following problems are still evident in higher education: enrolment conditions, variety of programmes, mobility of diplomas, linking the labour market with vocational education and training, setting up standards in vocational education and training, more significant role for humanities subjects (in number and content), intensive foreign language teaching, introduction of new disciplines, private investment in the area of education. Prolonged time of studying, quitting studying, “brain drain”, insufficient mobility of students and teachers related to in service training and insufficient engagement of younger teaching staff at the faculties and post secondary schools are also evident. The implementation of the Bologna Declaration could contribute to the resolution of these problems in the long run.

Even though students participate significantly in the work of student organizations and university bodies their participation in decision making is insufficient.

It is noticeable that only a small number of youth PWI/PWH participate in the regular teaching process and this is influenced by inadequate programmes dedicated to these people, besides infrastructural problems.

When it comes to the **Roma population** elementary and secondary schools in Montenegro are attended by approximately 1200 Roma children, 30 of whom are secondary school pupils. The first generation of Roma students was enrolled in 2005 and six of them attend teaching at the Department for Preschool Education.

Non-formal education

Non-formal education (NFE) mainly considers *“organized and planned educational activities which promote individual and social learning, acquiring of different knowledge and skills, development of attitudes and values, which are taking place outside of the formal education system, but complementary to it”*¹⁴ Young people are attracted to these programmes especially by the fact that these are adjusted to the real needs and wishes of users, very often by “different” methods of work – interactive methods, putting the user in the centre of the education process.

Despite the fact that the trend in the modern world goes toward respect, affirmation and validation of non-formal education programmes these are still not promoted sufficiently in our society even though they are legally recognized as a form of education.

¹⁴ Dialogue Day, organized by Forum Syd Balkans and Let's...«, Beograd, April, 200

The situation in Montenegro does not differ a lot when compared to surrounding countries: it is known that a significant number of non-governmental organizations which have young people as target groups are dealing with non-formal education (NFE), but there is no record kept of these programmes, their quality, not even of the number of young people participating in them.

Certain moves with respect to the recognition of these programmes when it comes to employment are made and efforts are invested in creating a system of licensed providers, but additional efforts are necessary when it comes to accreditation, certification and validation of non-formal education programmes. A big step has already been made: The **Law on National Vocational Qualifications** is under development. It should clearly define the area of non-formal education and the recognition of the knowledge and skills acquired outside the regular system in order to enable the delivery of learning programmes aligned with standards and training programmes for adults, to regulate standards and procedures in organization and delivery of training for adults, etc.¹⁵

Informal education

The young in Montenegro have the chance to acquire education in an informal¹⁶ way on a daily basis and to be continuously self-educated, through in service training and the acquisition of knowledge skills, attitudes, values in family, at work, in peer groups, through the mass media, associations, books, Internet and the like. It is evident that this form of education is not sufficiently studied and it is not given sufficient attention.

Formal, non-formal and informal education makes learning comprehensive and therefore they are indivisible components of lifelong learning.

¹⁵ Non-formal education is dealt with in the area of employment and in legal regulations

¹⁶ National Youth Action Plan in Vojvodina titles this form of education as “life education”, while Croatian National Action Programmes for Youth defines it in terms of “self-education”

EMPLOYMENT

Unemployment in the last decade should be observed through the prism of events which marked this decade – radical changes and dramatic events, like the split up of SFRY, happened and this caused a break down of the market, war and a deterioration of economic systems, rigid sanctions by the international community, hyper-inflation, huge migrations of people from the areas in which war was taking place, NATO intervention... The entire period was characterised by constant internal-political tensions and this additionally blocked the economy, while the start of the transition to a market economy and the results of privatization were very modest.

Starting from the year 2000, relatively more stabile conditions for transition processes commenced and respectively the implementation of measures for the regulation of state and movements in the labour market began.

Table 1- Overview of unemployed persons¹⁷

YEAR	TOTAL UNEMPLOYED	WOMEN	Unemployment rate
1990.	53.744	30.566	
2000.	81.069	48.304	32,7%
2001.	79.960	48.277	31,5%
2002.	76.293	46.208	30,5%
2003.	68.625	39.264	25,8%
2004.	59.002	30.980	22,6%
Decembar 2005.	48.834	23.294	18,5%

The Unemployment rate observed as the ratio between the number of unemployed and the number of the active population (as the most relevant indicator of the situation in the area of employment/unemployment) was 18,5% at the end of year 2005, while some studies by international institutions show that the “realistic” unemployment rate stands at approximately 15% (the rate

¹⁷ Data from the Employment Office of Republic of Montenegro

determined by taking into consideration the higher involvement of “grey” employment).¹⁸

The main characteristic of the labour force in Montenegro is the lack of structural adjustment between labour force supply and demand, whereas supply relates to the number of unemployed persons from the register of the Employment Office of Montenegro and demand refers to free vacancies announced by employers via the Employment Office of Montenegro. In the years 2004 and 2005 announcements for 60% more vacancies were published in comparison to previous years. The discrepancy between labour force supply and demand resulted in an increased average waiting period for employment and this has specifically negative influence on the reduced quality of labour force supply, or in the loss and outdated of knowledge and abilities acquired in regular education. The average waiting period for employment is approximately 3,5 years, while the average age of the unemployed is 33 years.

Some 67,3% of the unemployed wait for a job for one year or longer (73,5% in 2000), 31% wait for a job for more than 3 years, while 14,8% of the total number of unemployed persons wait for a job for more than 8 years.¹⁹ 37,5% of the unemployed are looking for a job for the first time. 49,3% of the total number of unemployed are women, while in 2000 women made up 59,6% of the entire unemployed population.

There are 2.650 PWI/PWH on the register of the Employment Office of Montenegro (5,4% of the total number of unemployed) out of which 2.131 persons are disabled workers of the 1st and 2nd category and 528 persons graduated from special schools.

¹⁸ According to data from the Employment Office acquired at the end of NYAP development (June 2006) the official unemployment rate was 17,37%

¹⁹ International standards are define that every waiting period longer that 1 year should be considered as long term

Youth on the labour market in Montenegro

Some 21,9% of persons younger that 25 years are waiting for a job (in 2000 this percentage was 29,8%).

In line with the Law on Employment²⁰ a person older than 15 years of age could apply to register at the Employment Office of Montenegro and with this he/she acquires the right to work. The fact is that the majority of young people continue their education and they apply to the register at a later stage, after they complete secondary school or higher education.

Table 2: Overview of unemployed persons age 15-30, years 2000-2005 ²¹

	AGE			TOTAL	Total unemployment
	Up to 18	From 18 to 25	From 25 to 30		
2000	757	21.028	20.842	42.627	81.069
2001	762	18.679	17.458	36.899	79.960
2002	692	17.041	15.589	33.322	76.293
2003	283	15.782	12.745	28.810	68.625
2004	169	13.179	10.003	23.351	58.950
2005	125	10.505	7.765	18.395	48.834

In this period the number of unemployed persons in this age group declined from 42.627 to 18.395 which is 56,8 % less than in the year 2000.²²

Looking at the education and qualification structure of unemployed youth, the majority on the Employment Office register fall into the category of 4th level of education, while the lowest is in the category of higher education.

One of the current and complex problems which should be resolved in the long term is the “gray zone economy” and illicit employment. Unprotected labour (with non-payment of taxes and liabilities) exist in both the formal and informal sectors, in a significant number of services and at many occupations from all levels of education. There is no more precise data about

²⁰ “Official Gazette of Montenegro”, No. br.5/02

²¹ In line with agreement made during preparations for NYAP youth age 15-30 is covered

²² International standards (European Union, International Labour Organization) consider persons within the age range 15-24 as youth. In line with this, youth unemployment was reduced from 26,8% in the year 2000 to 22,6% in 2005

unregistered workers in Montenegro, that is, about the scope of illicit employment and the grey economy zone and therefore projections about illicit employment differ greatly.²³

Working in illicit employment or in the “grey economy” in either the formal or non-formal sector is mainly accepted by the younger population (20 – 30 years of age), considering the fact that this population is mainly on the Employment Office register. Unemployed status provides these persons with health insurance which is more important and necessary on a daily base, while payment for pension and invalid insurance is treated as something for the future and currently a not so important need about which young people will think when “better times” arrive.

Employment of youth PWI/PWH

Unemployed PWI/PWH make up 5,4% of overall unemployment. The Employment Office has 234 PWI/PWH age 15-30 on its register. Each year approximately 35 new, skilled workers leave the education system, but the labour market does not absorb these persons adequately. Still, a certain number of children with invalidity were integrated and are more and more integrated into the regular education system and therefore there is no reliable data about the numbers of these persons.

Active employment policy programmes

The complexity and importance of the unemployment issue in Montenegro has influenced the creation of a significant programme, and institutional and financial support of the Republic in this area in the last couple of years. The Agenda of Economic Reforms gave priority to resolving the unemployment problem. The main determination in this respect is related to the stimulation of all forms of entrepreneurship and the creation of new vacancies as well as to the legalization of the existing labour force, that is, actively employed people.

In this respect in the last couple of years a few important measure and activities, that is, programmes have been developed and implemented. Taking into consideration the important number of employed people in the implementation, the scope of allocated funds to support the measures and activities should be mentioned:

²³ Projections are such that application of Regulation on Tax Reductions for Newly Employed Persons (adopted in May 2003 as a part of the Government Plan “Legalization of the existing and opening of the new vacancies”, as a part of the Agenda of Economic Reforms for period 2002-2006) and more efficient inspection resulted in reduced engagement in illicit employment, but at the same time it shows that there are still 20.000 – 25.000 persons engaged on this basis. Out of this total number of persons working in illicit employment in the formal sector absorbs approximately 60%

- Programmes for continuous stimulation of employment and entrepreneurship in Montenegro
The aim of this programme, implemented continuously from 1999, is to enable the opening of new vacancies through the support and development of entrepreneurship. Until the end of 2005 5.710 projects were approved and these created pre-conditions for the opening of 9.523 new vacancies.²⁴ Young, unemployed persons participate in this programme mainly as employees within implemented project, rarely they are programme leaders mainly due to the obligation that the endorser, be in possession of real estates for a mortgage, and the lack of entrepreneurial initiative and knowledge – requirements which are difficult to be fulfilled by young people.
 - Programmes for preparation for employment
These programmes are implemented in order to improve the quality of the labour force, that is, the alignment of demand and supply. Preparatory programmes (training, further qualification, re-qualification or specialization – in metal processing, crafts, agriculture, ICT, foreign languages, tourism and catering, maritime, etc. involve approximately 2.500-3.000 unemployed or employed (technological-economic surplus). This is still lower than the labour market demands due to the existing discrepancy between demand and supply and due to the fact that it is common practice to require additional knowledge and skills, especially in ICT, foreign languages, etc, along with the “main” occupation, acquired through regular education. In the period 2000-2005 620 programmes for employment were implemented and these covered 12.002 unemployed or employed persons. In the last couple of years preparation programmes cover approximately 3,5% of the unemployed.

The highest number of participants in these programmes – 60% comes from the younger unemployed population, especially in the programmes dedicated to the acquiring of computer skills, foreign languages, maritime knowledge, etc. analysis shows that these additional knowledge enables employment in a shorter period of time for approximately 70% of those participating in the training.

At this moment the process of the establishment of an overall and long-term non-formal education system is taking place. Its implementation should contribute to a systematic alignment of the discrepancies between demand and supply, that is, discrepancies between current supply, provided from within the formal education system, on one side, and current and future demand, on the other.²⁵ For this purpose the Employment Office has established three Training Centres: in Herceg Novi (for occupations in tourism and catering), in Berane (for occupations in wood processing) and in Podgorica (for occupations in ICT, civil engineering and other occupations for which demand occurs).

²⁴ An amount of 28,4 million € is allocated for this purpose

²⁵ This segment will be regulated by the provisions of the Law on National Vocational Qualifications, containing provisions on the certification of knowledge acquired in the non-formal education system

- Employment of trainees

The implementation of programmes for the employment of trainees results in the employment of approximately 1.000 people of different levels of education and different occupations on an annual basis. In parallel with this stimulation to employers for the employment of trainees on a permanent basis after the completion of their trainee period are implemented. Stimulation is provided through contributions, that is, co-financing of salary payments for these persons for a 2-3 years period.

The regulation on the Preparation for Employment provides for the employment of trainees from higher education who completed their studies with an average mark higher than 8,5. During 2005 employment has been financed for 52 people falling into this category.

- Employment of PWI/PWH

The Law on Employment and Regulation on the Preparation for Employment define stimulations for equipping working spaces for PWI/PWH, but this possibility is not sufficiently used. Therefore it is expected that the new Law on the Preparation for Work and Employment of Persons with Invalidity will significantly contribute to their further integration.

In order to support the employment of PWI/PWH, 18 entrepreneurship programmes led by PWI/PWH were financed. These planned for the employment of 24 persons. Finance was provided for equipping 8 working posts for employment of PWI/PWH²⁶.

During 2005 the Employment Office commenced the assessment of working capability for youth PWI/PWH for the purpose of their later employment, considering the fact that the preparation of a pilot project is underway – factories for production in the light garment industry and shoes, in which persons with born and acquired invalidity will work (capacity of this factory provides for the opening of 92 vacancies in one shift).

- Professional counselling

Professional counselling advisers in employment services are conducting the professional selection of candidates for preparation for employment and direct employment by a “known employer”. Individual treatment (consisting of interview, assessment of general and specific abilities, personality and professional interests) is carried out and informative and motivational two-day seminars for unemployed persons registered at the Employment Office are organized.

Professional counselling in certain forms, such as *Informative brochures* covers the entire population of approximately **20.000** pupils in the final grades of elementary and secondary schools. A professional counselling web page (www.zzz.cg.yu) is also developed and it covers numerous topics dedicated to different categories of users.

²⁶ Regulation on Preparation for Employment enables co-financing for equipping working posts for person with invalidity for the employer who submits such a request and it amounts up to 50 of the lowest salaries

Youth employment problems

Youth unemployment is recognized as a global problem, considering the fact that the young possess a potential and who should be, through employment, the leaders of social development in each society. Surveys indicate the complexity of this problem, caused by numerous factors resulting from the transitional period in the past and global trends. Surveys treating youth issues, change of youth status and the process of maturation in a 20 year period around Europe, discovered dramatic changes in transition from adolescence to old age. Some survey findings, reflecting the core of youth problems in Montenegro, are listed below as an example:²⁷

- The working environment has a significant influence on a young person, since the change from education to work has significant importance for a young person and it represents the transition from childhood to the world of adults. This transition is prolonged, with differences between young and elderly persons fading except with respect to financial dependence. The extended duration of youth education makes young people more dependent on their primary family and it prolongs life in this family;
- The burden of social and socialization pressure on youth is reduced, but more fears and anxieties are faced in expectation of the future, for example from the entering labour market and career development, causing competition for functions and prestige among young people;
- An inability to enter a field of work: there is a difference between those who were left without a job (they react immediately) and those looking for their first employment, since they are missing working experience and often do not react, and this could have long-term negative consequences. These young people tend to develop a sense of helplessness, based on their belief that things could not be changed and that there is no purpose in changing these or in attempting to work, etc. This is not linked with laziness, it is rather a protective mechanism (“...I am worthless if I don’t get a job...”, “..for this reason I underestimate the value of employment...”) and it leads to the situation in which an individual is developing a sense that it is possible to live without work and in which he/she develops a strategy that working or looking for the job is not worth it, developing at the same time a socially negative attitude toward work.

During NYAP development young people themselves identified clearly and in a concrete way this list of problems linked with employment in Montenegro:

- inertness of a certain number of young persons with respect to looking for a job and participation in programmes for additional training (especially for workers` occupations);

²⁷ Mirjana Ule, PhD – Social psychology professor at the Faculty of Social Science at University of Ljubljana, presentation of survey at the Conference on youth employment, held in Ptuj, March 2005

- insufficient interest for occupations in sectors representing the directions for the strategic development of Montenegro: tourism (seasonal vacancies), agriculture (lack of interest and underestimation of work, with the trend to leave the countryside), wood processing (deterioration of large companies, lack of significant funds necessary for individual functioning);
- lack of motivation to work due to low salaries;
- financial dependence on parents;
- deteriorated system of values – in the past larger incomes could be made with quite limited efforts;
- importance of permanent employment is not understood (non-exercising of rights emerging from working status);
- insufficient protection of workers at the working place, especially protection of youth in the grey economy;;
- inadequate training offered by providers and an inadequate availability of various training events aligned with labour market demands, especially in rural areas;
- insufficiently trained training providers: inadequately trained instructors, lack of adequate equipment for delivery of training for PWI/PWH;;
- insufficiently developed system of professional counselling (involving irregular and inadequate work of school psychologists in the area of professional counselling);
- insufficiently developed entrepreneurial system of values;
- insufficient number of programmes and stimulus for youth employment;
- disproportion in employment of youth PWI/PWH, lack of physical access to working places and inadequate equipping with modern tools and devices which could to a lesser or greater degree compensate for their sensory, mobility or physical impairments;
- employment of young Roma children – majority of them are not educated and do not possess qualification for employment;
- insufficient cooperation of competent institutions (Ministries) and local government in solving unemployment problems;
- lack of local government interest for involvement in solving youth unemployment problems;
- lack of reliable data about youth;
- lack of legal regulations treating youth issues;
- “brain drain” – lack of reliable data about the number and intentions of these young people, together with an insufficient motivation to return to Montenegro;
- “invisible youth” – how to approach young people who “do not participate”, those who do not have possibilities, who are not involved in the education process or in the process of looking for employment (not registered on the register of unemployed persons), who are not in the official statistics and who are facing, taking all this into consideration, an increased number of problems and risks.

HEALTH

Youth can be seen as a period of life important for the health in later years. Being young in most cases implies a belief in one's invulnerability when it comes to health problems and therefore the responsibility for youth health primarily lies with creating a system which provides for effective prevention mechanisms.

It is obvious that youth in Montenegro do not have the habit of using any preventive, non-intrusion health services and in most cases they visit a doctor just once when they get ill. Systematic check ups in schools reduce this problem to a certain extent. In general access to information and services is not an easy one, especially when it concerns information about sexual and reproductive health, mental health and violence. Additionally there is insufficient attention given to physical activity and healthy nutrition.

State infrastructure health protection is provided at the primary health protection level in 18 health centres, three health clinics for smaller municipalities, while hospital health protection is provided in seven general hospitals organized on a regional level, three special hospitals and a Clinical Centre, as institutions of tertiary health protection.

A survey was undertaken into the following aspects: sexual and reproductive health, addictive diseases, mental health, violence, eating disorders, traffic traumatism, physical activity and injuries resulting from external factors which are also recognized in the Millennium Development Goals²⁸ and in the Poverty Reduction Strategy Paper in Montenegro

Sexual and Reproductive Health

Survey results show that prevention in the field of reproductive health is at a very low level and that there is no reliable statistical data, especially when it comes to abortion.²⁹ Health services in the field of reproductive health are not used sufficiently while preventive measures and awareness about risks remain unsatisfactory. One specific problem is the lack of a comprehensive database for the monitoring of patients and their partners and in the unsatisfactory level of work with vulnerable categories (children, adolescents).³⁰

²⁸ MDGs - Millennium Development Goals

²⁹ Strategy of Prevention and Improvement of Reproductive Health, Ministry of Health RMN, 2005

³⁰ Ibid.

During 2001 the number of female adolescent visits to health services were 3.681 which makes up 9,6% of the total number of visits³¹. The number of child births for the age range group 15 to 19 was 487 in 2001, that is 5,5% of the total number of child births for this year, while the number of registered abortions by adolescent females was 50, but it is assumed that the number is higher than this.³²

Some 62,3% of youth believes that there is a need for separate health services for the young.³³

The majority of HIV positive registered people did not take HIV tests prior to facing health problems or before the need for voluntary blood donation occurred. Until the end of 2005 there were 56 HIV infected persons. The heterosexual transfer of infection is the most common – 50%, the next is homo/bisexual transmission 24%, while other transfer types (through infected blood, from mother to child and unknown ways of transfer) are significantly smaller. The stigma accompanying homosexual behaviour leads to the conclusion that certain cases registered as heterosexual or unknown could be caused by homosexual or bisexual behaviour. The current male/female ratio of HIV/AIDS infection in Montenegro is almost 7:2. The dominant age range group is 30-39 years of age, followed by the age range group 20- 29 (this relates only to those ill from AIDS).

Situational analysis has shown that young people in Montenegro have insufficient knowledge about sexually transmitted

31 National Action Plan for Children

32 Ibid.

33 NGO "Youth Cultural Centre – Juventas" (CATI – computer managed, phone interviews of 1.000 participants from 12 municipalities, 2005

infections (STI) and HIV/AIDS and they have difficulties in fighting peer pressures and they are also facing difficulties in adapting their behaviour to ensure a reduced risk of HIV transmission. Despite the fact that young people are aware that the use of a condom is a preventative measure for STD/HIV, their use is still not general.

Generally speaking due to the lack of systematic education regarding reproductive health (SRH) young people are getting information on SRH (sexuality, reproductive rights, STI, pregnancy prevention, abortion, etc.) mainly from their peers and/or their older friends. The quality of this information is usually questionable. When it comes to HIV/AIDS, the young are getting information from the media: 46 % on TV, 23,3% in newspapers, while the most desirable communication channels are also media-related – 63,4%, but also counselling agencies, peer education, info-lines, events totalling 31,3%.³⁴ Young people also believe that sexual education should be introduced as a regular subject in secondary schools.³⁵

A general lack of services and activities in the field of reproductive health protection for specifically vulnerable groups is also noticeable. In the Strategy for Fighting HIV/AIDS the following groups are recognized: Roma, prisoners, sex workers, intravenous drug users, sailors and tourist workers and members of LGBTIQ populations.

34 (CATI Survey undertaken for the needs of Strategy for Fighting HIV, Youth Cultural Centre – Juventas, 2004

35 71,79% of young persons, according to field surveys, Youth Cultural Centre – Juventas, 989 participants from 12 municipalities, 2004

Addictive Diseases

Smoking

Smoking is an addictive disease and one of the main causes of dangerous chronic diseases. Besides this, smoking in early years is a high risk factor for the future use of narcotics and mental disorders.

A couple of surveys on the smoking habits of the youth population in Montenegro show that there is tendency of increased smoking among youth, as this habit is formed in school age group (3/4 before 18 years of age). The survey results³⁶ made on a sample of 4.000 surveyed persons (elementary education pupils age 12-14 and secondary school pupils age 15-19) show that the smoking problem is significantly present in this part of the population.³⁷ More than half of secondary school pupils had experimented with smoking and there are more that 20% of permanent smokers among them. These results are in line with the trends of a survey undertaken in 1999 in which the majority of pupils stated that they acquired the smoking habit at the age of 15.

The Law on Limiting the Use of Tobacco Products which came into effect (2004) stipulated that selling tobacco products to minors is prohibited, as well as the advertising of tobacco products in the media, the selling of tobacco products at spots close to schools and health institutions and introduced other provisions aimed at protecting the health of youth as one of the vulnerable categories of citizens.

36 Undertaken in accordance with unique World Health Organization (WHO) methodology and Canadian Association for Public Health, 2005

37 Montenegro was one of 120 countries covered by this survey

Alcoholism

The problem of excessive alcohol consumption is especially evident among the young of both genders, while there has been a more noticeable increase in the female population. According to data available 55% of youth age 15 to 30 consume alcohol frequently or occasionally.³⁸ 11% of youth age 12 to 18 get drunk a couple of times a year and the situation is the same for 60% of males and 14% of females between 19-30. A disturbing fact is that 4,3% of youth aged 12 to 18 already show signs of alcohol addiction.

During 2001 there were 69 cases of poisoning with psychoactive substances (PAS) out of hospital and 7 in hospital. Certain derived indicators show an increase in the number of addicts with a decline in the minimum age.

Drug Addiction

A register of drug addicts is still not established in Montenegro and all projections with respect to the number of drug addicts are based on healing treatment files or certain surveys. The projection is that some hundreds of people experience problems with drug addiction on an annual basis (according to data provided to the Public Health Institute from all public health institutions in Montenegro during 2005 the number of diagnosed and treated drug addicts was 628, out of this 129 people with diagnosed drug addiction demanded hospital treatment). The Montenegrin Public Health Institute projects that there are between 1,500 and 3,000 citizens aged from 15-45 who are drug addicts. Based on data from healing treatment files of drug addicts a projection of age distribution can be

38 Mental Health Improvement Strategy for the Republic of Montenegro, Ministry of Health of RMN

made. According to this data approximately 5% of registered drug addicts are between the ages of 15 and 19, approximately 80% are 20-30 years old, while about 15% are older than 30. There is no data available on their social status, while surveys confirm that these people are from different social levels and that there is no dominant status prevailing.

At this moment there are no adequate conditions for treating drug addicts. An insufficient number of professional staff is also evident. When it comes to linking drug addiction with other health problems a positive example could be made by introducing programmes for the prevention of damage – exchange of inhalers and needles and methadone therapy for intravenous addicts.

The prevention programmes delivered in the last couple of years have advantages linked with their mass character, the involvement of a significant number of partners and media presentations, but these are not sensitive to the different needs of the youth population.

Mental Health

The psychological and psycho-social problems of the adolescent period are often not registered in time and therefore successful prevention of these problems is not possible. Mental disorders in the young are quite different from mental disorders appearing among adults. The incidence of numerous disorders (depression, disorders resulting from drug consumption, suicidal behaviour, eating disorders and psychotic disorders) is increasing from childhood toward adolescence while a prevalence is continuing into adult age.

Disorders such as schizophrenia, schizoid and lunatic diseases contribute to the general structure of disorders with 45,9%, mood disorders with 16,1%, while in third place with 14,7% are mental disorders caused by alcohol; mental disorders caused by drug abuse are in the next place. Young persons between 20 and 29 make up one fifth of all persons treated in hospital - 18,2%³⁹.

The WHO reports that suicide between 15-24 is the third highest causes of death. Despite the fact that there is no data available on suicide among the young in our country some preliminary indicators show similarities with the WHO data.

³⁹ Mental Health Improvement Strategy for the Republic of Montenegro, Ministry of Health of RMN

Violence

Violence affects individual health and life, and the reproductive and economic power of the community. The violence issue was until recently neglected at the national level in Montenegro – both due to the lack of valid data on the presence of certain forms of violence, the lack of sensitivity of the public and institutions or the traditional treatment of certain forms of violence as private, internal problem of an individual or family. This is especially the case when it concerns violence to women, children and the young.

It is difficult to make projections about the scope of violence as a health problem. There is no reliable data on injuries and the symptoms of chronic stress resulting from violence. The lack of data is especially obvious when we talk about violence to women and children. According to mothers' statements, emotional violence against children exists in 17% and physical in 13% of families. The kidnapping of children after divorce, as a form of violence, was cited by 15,3% of abused women.⁴⁰

The experience of education institutions shows that the most common forms of violence are peer violence, violence toward a teacher, physical and psychological abuse by a teacher, child abuse which does not take place in the school but which is reflected in children's behaviour and which could be identified in the school.⁴¹

Timely problem identification and registering is the main precondition for designing preventive and intervention measure for risk groups in the population. The development and implementation of a coherent, multidisciplinary action plan is the first step in violence prevention.⁴²

Eating Disorders

Young people in general pay low attention to the quality of diet and this is strongly supported by a fast life style. Eating habits are changed and the percentage of food taken outside of home increases. City areas are characterised by the so called "fast food" which is attractive for the youth population and it creates poor eating habits. The problem of irregular food intake among the school population and the lack of adequate services in this area (for example school kitchens, students' restaurants) is no less important. Bulimia and anorexia are more and more often identified as eating disorder among the young and these could have permanent consequences.

When it comes to healthy safe food and water, as in many surrounding countries, Montenegro still has in place an old pre-

⁴⁰ National Programme for Violence Prevention, Ministry of Health of RMN

⁴¹ Same conclusions were made during survey jointly implemented by UNICEF and the Ministry of Education and Science of RMN about school violence in Podgorica, 2005

⁴² National Programme for Violence Prevention, Ministry of Health of RMN

ventive health system for implementing hygiene, epidemiology and sanitary measures. The functioning of this system is responsible for the speed and the quality of discovering diseases caused by food and water, the timely implementation of appropriate measures, the monitoring of health appropriateness and the quality of food, etc.

Traffic accidents

According to the Montenegrin Ministry of Interior Affairs` statistics the main causes of traffic accidents are alcohol, speeding, drugs and tiredness. In our circumstance these should be extended by poor roads, unused seatbelts in vehicles, broken and poorly maintained vehicles and non-respect of traffic rules. A frequent of traffic accidents is unfamiliarity with regulations and insufficient training of driving candidates. The Law on Traffic Safety introduced changes which should improve the current situation.⁴³

Despite the fact that there is no precise data on the percentage of youth involvement in traffic accidents it is evident that they represent a significant majority among the victims and among the perpetrators. Dozens of young people are losing their lives on the Montenegrin roads on an annual basis or live with the consequences of these accidents, while the frequency of these accidents is especially marked during summer.

Injuries caused by an external factor

There is no available data about this issue which is very common in the region when related to injuries and causes of death among the young. We assume that the most frequent causes are unawareness, lack of information, violation of certain regulations, etc. the level of negative consequences of accidents is also caused by insufficient knowledge of citizens about first aid and the basic rules of behaviour in case of fire, electric shock, floods and the like.

Similar strategic documents in some neighbouring countries mention injuries caused by traffic accidents (and poor knowledge of first aid), injuries caused by family physical abuse, abuse in schools, on the street, sport injuries, injuries caused by easily accessible firearms and the like.

⁴³ Effective as from March 2006

SOCIAL PARTICIPATION

Young people between 15 and 29 years of age make up 23,2% of the citizens of Montenegro.⁴⁴ Based on this we can conclude that the percentage of young people with the right to vote in the overall voting population is significantly higher. Therefore youth should represent, taking into consideration its size, if not the most important, then one of the most important segments in creating general social reality. Youth should have a special influence in the areas directly dealing with their lives, and also dealing with the overall social reality, considering that they should be creating their own future.

The young people in Montenegro are not motivated for active participation in social life, they are not organized and they do not have any trust in social-political institutions. On the other hand, society does not have enough trust in young people.

Partially due to their sceptical approach that they can not change a lot, due to poor information, but also due to problematic procedures for the involvement and acceptance of young people as equal participants in social life, young persons are usually not motivated to be more actively involved in social processes.

A different understanding of new trends and a more evident generation gap is reflected in difficult communication between age groups. Approaches to dealing with every day life and problems significantly differs between generations and this also leads to a lack of trust in the youth population. Political leaders, usually older in age, have difficulties in understanding the needs of the young and in line with this they do not have much trust in young people. This problem is evident in all areas and in all environments – the generation gap generates feelings of distrust and a lack of understanding between older people and youth and is also reflected in the institutions of power and other decision makers who do not involve young people in this process.

The young distrust institutions and all legal forms of citizen participation in the decision making process may also be recognized in the small number of young people participating in all these types of processes. Among the reasons supporting this situation lies with poor communication with the young regarding the existing possibilities and the types of participation possible and in the rigid approach of these institutions toward the citizens.

The lack of youth motivation is especially expressed in the places where they live, that is, at the local level. Local self-gov-

⁴⁴ Census 2003, MONSTAT

ernment is competent for the rights of citizens living at the area of a certain municipality or local self-government body to define and manage, in line with the law, specific public and other tasks based on its competence. This also gives the opportunity for youth to propose and create overall development and progress in the local community. Municipalities are responsible for creating the conditions, supporting and motivating citizens in local community participation, through various forms of participation, to express their beliefs and make decisions about common interests tasks aimed at meeting cultural, sporting, educational, health and the informative needs in the area of labour and employment and others. In line with the decentralization principle the young at the local level could, through non-governmental organizations and their engagement in these organizations, participate in creating and implementing innovative projects and activities, in cooperation with municipal bodies and with their financial support.⁴⁵

Local communities do not use these opportunities and they do not participate enough in developmental programmes. Eight municipalities⁴⁶ have in their Rules of Procedures “institute of empty chair” for NGO representatives in the local Parliament and this chair in most cases remains “empty”.

Efforts should be directed toward the improvement in co-operation between local self-government bodies and non-governmental organizations if an open and democratic society is really to be created. This cooperation should especially be

⁴⁵ Each municipality in Montenegro dedicates in its budget a specific amount of funds for financing non-governmental organizations' projects

⁴⁶ There are 21 municipalities in Montenegro

improved with those civic sector organizations dealing with issues important for youth and this is especially related to the area of employment and the opening of new vacancies in line with modern trends.

This situation causes poor youth participation in decision making bodies, at all levels (for example out of 75 Republic Parliament members there is just one middle aged person).

The existing public administration structure does not have any institutions devoted to youth issues, as is the case in the majority of European countries, that is, it does not have any public administration body with an appropriate level of responsibility and appropriate financing, organizational and staff support in order to encourage more active youth participation in social and political life.

Youth organizations and organizations for youth

In Montenegro there are numerous organizations dealing in a direct or indirect way with youth issues. In most cases these are non-governmental, students or pupils organizations.

One of the problems that these institutions face is their sustainability. Due to the lack of institutional and financial assets the work of these organizations often ceases after the founders leave and/or after the projects for which funds were acquired are completed (this mainly depends on donations). At the

same time some of the young people in these organizations, after competing secondary school or higher education, often become demotivated and unwilling to participate in these types of organization.

With regard to youth political activism in Montenegro it could be stated that their engagement is in most situations linked to their participation in pre-election campaigns. A limited number of young people are in leadership structures. Political parties mainly do have in their organisational structures a form of youth organization although their roles are defined in general only. Their functions as defined in the Statutes are no doubt up-to-date and important topics, but these topics mainly exceed the competences of these organizations (some political parties have programmes that point out the importance of a national strategy of youth policy development). So far not a single joint action dealing with youth problems has been organized by young people from different political parties and this confirms their division on a political basis.

An evident obstacle in recognizing and accepting youth as equal actors in society and social changes is the insufficient co-operation between youth organizations and organizations for youth: from insufficient exchange of information, quite limited number of united actions, to the non-existence of a network which would represent youth interests and act on behalf of youth in a loud and clear manner. The competitive attitudes toward each other between those working on youth issues is additionally complicated by the lack of the necessary coordinated presentation and fulfilment of youth aims.

On the other hand the power of the young to change this environment is huge and this could be confirmed in positive examples of activism linked to ecology, the development of tolerance, fighting addictive diseases and in humanitarian acts. The number of young people in NGOs is very high and they are the main driving force of many of them.

«Youth activism is the form of participation we are referring to here and activism means positive activity by an individual or a group which is directed toward a common aim and which influences the wider process of social change, for a better society, peace, equality and justice. The role of Civil society, including youth initiatives, is crucial for the development and elaboration of tools and mechanisms for concrete activities leading to this change, which means that young people could be striving for the improvement of their living conditions, self-education, the education of others and finally for the reform and transformation of the system in which they live. Youth activism in the community helps develop young people and create citizens who are ready, skilled and aware of their responsibility, strength and power to influence society»⁴⁷

⁴⁷ Human Development Report - “Youth in Croatia 2004”, Publisher: UNDP Croatia

HUMAN RIGHTS

Key principles as NYAP aims:

- *unity and interdependence of human rights,*
- *decision makers` responsibility,*
- *proactive approach in human rights defend and protection,*
- *participation in decision making process,*
- *non-discrimination,*
- *equal access to resources,*
- *democracy, legal state, rule of law and human rights.*

The Human rights issue is a very complex one and it could be linked with each of the nine areas within NYAP. Quite different subgroups could be identified within this area, depending on the human rights dimension or, as it was earlier defined, generation of human rights, heir users, system of protection and ways of implementation. A specific feature of the Montenegrin NYAP could also be recognized in the fact that the human rights system is represented within a specific chapter, insisting in this way on its importance and its position in society from the aspect of youth needs.

A situational analysis in the area of human rights starts from the fact that this concept could not be dealt with in a simple and efficient way. Numerous indicators on the state of the art in this area are derived from descriptive categories and subjective assessments, but this does not underestimate their importance if it is taken into consideration that human rights are based on individualism and individual freedom. Still, as in other areas, there is quite a wide spectrum of data, based on statistical research which could give a more objective picture about the state of human rights in a society, such as the Montenegrin one.

The situational analysis used new discoveries about youth points of view with respect to human rights, acquired through questionnaires and other forms of direct contacts with this focus group. This is logical if we take into consideration that document should be based upon needs which youth expressed as their own point of view. Youth need to express themselves, to express their attitudes and opinions, as one of the basic rights.

Main actors in respect, promotion and protection of human rights in Montenegro

A serious approach to the human rights issue starts from the fact that responsibility for respect, promotion and protection of human rights is primarily on the Government which is equally responsible for restraining from acts jeopardising human rights and for those providing preconditions for exercising human rights.

Montenegrin Constitution Law stipulates for the classic division of power to the legislative, executive and judicial branches, whereas internal responsibility is not shared, but rather objectively tasked to each of these three areas. Mutual balance and control of these power bodies are the basic principles for the creation of an efficient system for protecting human rights. Therefore there are, with no doubt, obligations and responsibilities of the Parliament, of the judiciary system as a whole and especially of the executive power bodies. When executive power bodies` responsibility is pointed out this is not meant to state its predominance in comparison with other power structures, but more often to point out that it is in most cases the first line of contact with the consumers of human rights.

The process of fulfilling the human rights concept does not have to depend on internationally accepted obligations. This is an issue which requires at the internal (national) level awareness about our own government capacity and after that it is related to the fact that human rights are objectively raising from the historic situation which existed prior to the setting up of a country, especially in the sense of the modern meaning of this word. Of course, as with many other issues linked with the power system this issue is more efficiently solved if obligations are taken over at the international level (through ratification of international agreements and other documents) and in global changes as this leads to positive results – both for the Government and for each male or female citizen.

On the other side Government has to take into consideration two aspects of the same process:

- its position and its behaviour should conform to the higher standards in the international surrounding when it allows for international control in exercising human rights with respect to the boundaries of its sovereignty established by national and international legislation;
- for long-term stability at the internal and international level is no less important than government performance in human rights implementation and that the governments international relations and respect could also be measured by using these indicators.

Along with the institutions already listed above there is an entire set of institutions which could, but do not have to be, part of the government and whose mission is to set the approach to respect for human rights. These are, first of all, the Ombudsman Office⁴⁸, special advisory bodies of the government, education institutions at all levels, independent regulatory agencies, media and finally various religious institutions, despite their division in Montenegro as a secular country. Religious institutions have, with no doubt, influence in society, if their dogmatic beliefs and even more public proclamations of beliefs are not in contradiction to human rights principles, that is, that these are not primarily linked with the reduced or limited rights of others.

Other institutions/ NGO sector

Besides the stated institutions there are also other and numerous institutions of culture, political parties, non-governmental organization, scientific-research organization etc. which can significantly contribute to development of youth personality profiles, especially those at younger age, through their work.

A lack of civil sector institutions does not reduce nor release responsibility from Government bodies. On the contrary, the Government is the one to create an environment in which conditions will be provided for the development of the civil sector, since this sector does not only criticise power, but it significantly contributes to healthy ideas and initiatives aimed at becoming a reliable partner in the development of society. Therefore one of the primary civil society tasks, no matter how much present it is, is the timely development of the critical attitude of youth toward negative phenomena in the society, the most extreme form of which is permanent human rights violation.

When we talk about the NGO sector, Montenegro is one of the examples how extremely high number of non-governmental organizations - 3.454 registered by the end of March 2006 – does not necessarily lead to their influence and success in society. There are still no clear criteria for identification of those NGOs which primarily or mostly deal with human rights. Even those NGOs recognized for their “human rights” prefix have quite different approaches to this issue and what is more important they have quite different staff and institutional capacities for dealing with the human rights issue in a serious way.

In the existing NGOs there are those organizations which could be clearly recognized for working in the human rights area within: education, awareness raising and advocacy, education for human rights, control and limitation of powers, elimination of discrimination and implementation of tolerance and peaceful conflict resolution.

⁴⁸ Ombudsman Office mission is awareness raising on the necessity for the rule of law; about complete and consistent protection of citizens' freedoms and rights and the creation of citizens security in general

With regard to the protection of specific social categories we have organizations dealing with: protection of specifically vulnerable groups (persons with invalidity, elderly), monitoring of the judicial system and public administration, human rights in the education system, human rights culture, protection of minority groups and especially the Roma population, political participation and monitoring of election processes, media, security system, etc.

Support to the development of this part of the NGO sector in Montenegro is provided for by international organization or networks, such as the Helsinki Committee, the Nansen Dialogue Centre and others. Here it is important to mention that all organizations deal with different topics in the human rights area – from practical protection to development of tolerance and trust in multiethnic environments, such as the Montenegrin one.

Indicators of the state of human rights in Montenegro

As already stated there is not a compact list of indicators which would allow for monitoring of the human rights system and for measuring the scope of implementation of obligations. Considering the fact that reintegration into the international community took place a short time ago the reporting system on human rights in Montenegro is poorly developed when it to the issue of reports. Except for the first regular reports submitted by the Governments or those working at the United Nations, Council of Europe or OSCE working bodies so far only one report has been completely prepared by the NGO sector on human rights (CEDEM, Centre for Human Rights of University of Montenegro) which could be a form of a corrective measure and form of control over the work of all institutions at the Government level.⁴⁹

On the other side there are a significant number of specific surveys where partner relations are set up between the NGO sector and public administration in the area of determining the real situation of specific rights or the position of specific categories of the Montenegrin populations (children, elderly, refugees or internally displaced persons, etc.).

In one of these reports about children's rights for an observed period of 2003 the general impression about children's position in Montenegro is as follows:⁵⁰

⁴⁹ Human Rights in Montenegro, CEDEM, 2001

⁵⁰ Report prepared by Centre for Child's Rights from Podgorica

- general increase in poverty, reduced standard of living,
- problems in the functioning of health protection which partly reflected on child health protection,
- lack of funds for regular functioning of the education system, overburden of curricula and lack of funds for technical and technological improvement of the education process,
- general increase in minor delinquency,
- consumption of narcotics and alcohol abuse by children,
- worse position of children from specific ethnic groups especially the Roma population,
- worse financial position of internally displaced children as result of unsolved accumulated problems in the region.

With more or less aberrations other analyses point out, along with an assessment of the state of children's rights, very similar problems to those the youth population is facing.

Today's characteristics of awareness in Montenegro, which could also be key obstacles in the achievement of this Plan when it comes to awareness, especially youth awareness, are the following:

- lack of human rights culture,
- lack of civil society tradition in Montenegro,
- passive attitude toward taking over responsibilities and indifference toward status,
- reduced spectrum of rights to choose as a consequence of economic and social limitations,
- lack of funds for awareness raising programmes.

Youth could benefit from human rights education not just through knowledge on obligations of those responsible for human rights, but also through knowledge about the principles of their functioning. This enables in a direct way preparation for democratic participation in social life and decision making related to youth themselves. The current youth generation which has a chance to become familiar with experiences from closer and more distant surrounding, thanks to global communications and fast information flow, can also relatively easily and quickly acquire positive or negative comparative experiences in this way acquiring a picture on their own status in the country. In this way they will also recognize Government attitude towards them and they will simultaneously develop their points of view and attitudes toward that Government.

CULTURE

During consultations with youth around Montenegro culture was identified as a specific area. It was, actually, taken out from other areas for which aims had previously been defined at an earlier stage.

Youth culture

Youth culture generally relates to young people and their efforts to differ from the general cultural context of their community. That concept represents a diverse number of sub-cultural phenomena linked with the youth population as a social group. This is often different to the "norms" of adults' lives and it is often reflected in specific thinking about reality, fashion styles, music tastes, etc.

Youth sub-culture started in the mid 20th century, after the Second World War, during economic, political and educational changes and it was a typical characteristic of western civilization. In sociological, anthropological and cultural studies a sub-culture is a group of people with specific behaviour and beliefs which differs from the "majority culture" to which they belong. A Sub-culture could be different with respect to the age of its members or their race, ethnic, class, gender differences as well as with respect to the characteristics determining it in different aesthetic, religious, political, or sexual respects or a combination of these. Simply put, sub-cultures are groups of individuals representing themselves in a different ways (e.g. striking fashion and behaviour) in contrary to *mainstream* trends in their culture.

Youth and culture in Montenegro

Youth tends to meet its cultural needs through programmes offered by cultural institutions, amateur groups, associations and NGOs having culture as their priority. It is evident that in the current cultural programmes of these institutions there

Cultural institutions founded by the Government

Cultural and natural heritage:

- Republic Institute for the Protection of Cultural Monuments - Cetinje
- Regional Institute for the Protection of Cultural Monuments - Kotor
- Mausoleum Petar II Petrović Njegoš - Cetinje
- National Museum of Montenegro - Cetinje
- Maritime Museum of Montenegro - Kotor
- Natural Museum of Montenegro - Podgorica
- Centre for Archaeological Researches of Montenegro - Podgorica
- Central National Library Đurđe Crnojević - Cetinje
- State Archive - Cetinje
- Republic Institute for Natural Protection - Podgorica
- Library for Blind Persons - Podgorica

Cultural-artistic Creativity:

- Royal Theatre Zetski dom - Cetinje
- Montenegrin National Theatre - Podgorica
- Montenegrin Film Library - Podgorica
- Centre of Contemporary Arts - Podgorica

is a disproportionate bias in cultural-artistic programmes dedicated to youth. Youth participation in the delivery of the existing programmes is inadequate and motivating programmes for the young are underdeveloped.

In Montenegro there is lack of information about art and culture through the existing education system, through programmes in institutional and non-institutional systems of culture and in the media. The approach and design of training programmes in the areas of culture and art for youth are inadequate and the problem of the insufficient number of staff specialized in working with youth in the areas of culture and art is evident.

There is no specialized institution for youth culture promotion in Montenegro. Communication and initiatives at the level of Government-local authorities – non-governmental sector in organizing special programmes dedicated to youth culture are not developed. This results in inadequate financing of youth culture programmes at the Government level, at the local community level and in the non-governmental sector. Mechanisms for social affirmation and promotion of young talented artists are also insufficiently developed.

There is no organized activity for creating an adequate network which would link and create pre-conditions for youth cooperation in the delivery of cultural-artistic projects (web presentations, interactive forms, creative workshops, etc.).

However, in the last decade examples of the promotion of alternative art and youth sub-culture, especially in fine arts and music, can be noticed. Alternative and experimental cultural practice in Montenegro are, in almost all cases, located in the domain of individual initiatives, partially through the NGO sector (e.g. MontenegroMobilArt) or festivals (DODEST, FIAT, Theatre-city, Cetinje biennale) or they are acting in the «flexible» sphere of sub-cultural phenomena (pop music, alternative multimedia groups).⁵¹

There are 161 NGOs registered in Montenegro which have culture and art as their main activity. Their activities are various and these cover: protection of cultural and natural heritage, cultural-art amateurism, trade-art associations, literary clubs, scientific association, associations of friends, cultural industries, etc. But such a great number of organizations does not imply a rich cultural offer: the number of active and self-sustainable NGOs is small, and the number of those dealing only with production and distribution of youth cultural programmes is even smaller.

Cultural centres operating at the local level are mainly promoting library activities, galleries, museums, theatres, movies, cultural-art amateurism. There are 18 municipality cultural centres in Montenegro, while in Pljevlja, Cetinje and Budva there are independent specialized municipality cultural institutions (museums, galleries, libraries).

⁵¹ National Report on Cultural Policy of the Republic of Montenegro, February 6, 2004, page 28

LEISURE

In Montenegro there is an evident lack of structured care regarding ways in which young people are spending their leisure – data acquired through a consultation process with youth while developing NYAP and the results from a regional Forum Syd Balkan – ex PRONI Project survey (undertaken in the Balkan region in 2002)⁵² confirm this situation.

When it comes to designing leisure *time spent outside of compulsory activities within the formal education system which young people are spending in the family or wider community* – results point out the fact that approximately 31% of young people in Montenegro “have a lot of free time” and also that approximately 70% of them are mainly satisfied with the ways in which this time is spent.

Around 30% of surveyed young people state their dissatisfaction with the organization of their free time. According to an analysis of the quality and structure of activities undertaken during this time the majority of it (approximately 49%) is spent with peers, listening to music (51,8%), in sport (38,4%), helping parents with house work (28,4%) or in “night life” (13%). We could conclude that young people are spending their free time quite passively and in an unstructured way and they don’t recognize it as an area for possible personal and social development.

A significant percentage of young people participating the first round of consultations for NYAP development (46,5%) listed dealing with organization of their free time as very important, especially in enriching free activities in the schools (opening of Internet clubs, reconstruction of sport facilities, etc.) and in the wider community, including suburbs (through the development of programmes supporting youth participation in the community, cultural and sport events, support for youth talents, establishment of youth clubs, etc.).

Adults working with young people recognized the problem of the lack of structured free time for youth as one of the priority problems⁵³. They highlighted “inadequate programmes and institutions/organizations which would deal with this issue in a professional way”. At the same time the survey results confirm the lack of support from organizations dealing with the organized care of free time by local communities in Montenegro. These activities are mainly dealt with by non-governmental organizations, or occasionally by religious communities or local government bodies.

⁵² Regional Research on Young People - FSB, KIZ “Altera”, Belgrade, 2005

⁵³ NYAP, first round of consultations , focus groups, December 2004

Extracurricular activities in the educational institutions at different levels do not offer enough possibilities for the development of interests and quality designed free time for youth, despite the fact that a programme of free activities is defined in the school annual plan and it is the teachers' responsibility to dedicate part of the remaining working hours (1 hour a week), besides normal teaching, to the organization of cultural, sport and other useful and human activities in which pupils may participate. It is also the fact that schools and faculties do not have a sufficient number of employed and adequately trained staff motivated to create and implement these types of programmes. The number and quality of extracurricular activities is different and it varies from school to school, while free activities are implemented by pupils' associations clubs, sections, societies, and the like.

Montenegrin experiences could also be compared with experiences from other ex Yu countries, showing insufficient youth participation in the decision making process and in designing free activities.

„When young people initiate, design and start to implement programmes for designing leisure local community often does not find the ways to support them in these efforts and it does not ensure premises for their work... Lots of youth attempts for self-organizing and contribution to the local community through their ideas after an initial period of enthusiasm are failing due to a lack of financial resources and space for gathering or due to lack of trust from the community.”⁵⁴

The lack of resources in the areas of *culture and leisure for youth* could be identified in: the lack of multifunctional centres for youth (primarily at the local level), undeveloped communication systems with the relevant Government structure/institutions and youth in designing and delivery of activities – along with the already mentioned insufficient youth participation, insufficient and inadequate financial support for cultural events and activities for the structured organization of free time. There are also very limited activities organized outside of the bigger cities, while premises in which different programmes in the areas of culture and sport are in most of cases inaccessible to PWI/PWH.

54 National Programme of Action for Youth, Republic of Croatia, 2002

Leisure and voluntarism

Survey results show the unrecognized importance of voluntary services in Montenegro as a possible space for youth activism and the structuring of their leisure and expressed “the lack of trust and encouragement from citizens and Government and public institutions” resulting from the transitional social-economic crisis⁵⁵. Additionally volunteers are not any more understood as “people of goodwill ready to dedicate their time, knowledge and skills to working without financial remuneration and aimed at the implementation of some social changes at both the micro or macro social level”, it is rather treated as “working for free” or “an illusion for the naive”.

Reasons for limited voluntary commitment could also be found in “inappropriate information about the scope and type of work that volunteers could undertake within institutions, in the poor economic status of these institutions and in the non-existence of facilitating legislation which would institutionally support voluntarism as a whole”. Undeveloped voluntary services and lack of recognition of their importance as a form of “life-long learning” and constructively structured leisure for youth in Montenegro is reducing the possibilities for youth participation and any contribution to community development on a democratic basis.

55 Regional survey of NGO ADP Zid and partner organization (“Volunteerism and Public Institutions”), ADP Zid, Podgorica 2004

INFORMATION AND MOBILITY

Youth information

Continuous and quality information assumes regular and complete information about extracurricular activities, special and additional forms of education, types of non-formal education, possibilities for participation in certain projects, scholarships, employment, social and health insurance, legal protection, possibilities for voluntary work, support in crisis situations, cultural and sport activities, parties, ways of achieving mobility both within the country and abroad, youth tourism and others.

This is far away from the reality in Montenegro. At the beginning of a situational analysis it should be stated that classic informative centres for youth do not exist and that the existing media do not offer quality programmes dedicated to this population. The majority of these functions are performed by certain youth non-governmental organizations. These NGOs are printing or publishing youth electronic magazines and newsletters, they conduct youth TV services, organize informative and educative workshops, seminars and debate clubs and through contents on their web pages offer educative contents linked to, for example, reproductive health and other information about programmes of non-formal education, possibilities for volunteering, for cultural and social life and a variety of project dedicated to youth. The situation in Montenegro is similar to other countries in the region.

Almost all NGO activities in Montenegro are implemented thanks to donors and financial support to individual projects. This influences the limited number and type of activities. Despite all of this youth organizations are persistent in their efforts to develop projects.

Youth broadcasts are more present in radio programmes than on TV shows, especially if we talk about radio stations having a public service status. On the other hand the number of youth broadcasts is declining, partially due to the lack of financial resources necessary for the functioning of public services. Since informative programmes are more important usually there are not funds for broadcasting youth contents (or contents related to education and culture). Despite the fact that decision makers and programme creators are insufficiently interested and sensitive of youth needs, the young themselves do not express adequate activism and initiative in “capturing greater media space».

Distinction should be made between type and youth broadcasts and broadcasts having youth contents. A great number of broadcasts at national TV station, which is not strictly dedicated to this population, offers information which youth needs. These

are found in: Morning Programme, Podgorica Chronicle, culture broadcasts, amusement-music broadcasts, ecological and documentary broadcasts, broadcasts for agricultural workers, about the work of the NGO sector or those with sport contents. A number of broadcasts in educational programmes dedicated to children and youth is increasing and there is also a programme for students. What is still missing is the type of broadcast dedicated to youth which does not exist at any Montenegrin TV station. Since there is no weekly overview of events dedicated to young people in Montenegro collated in one place, no matter if it is about up-to-date information in the world of books, computers, music, film, amusement, travel to peers` life, possibilities for volunteering, non-formal education, employment, etc. we could say that youth does not receive timely and continuous information.

TV stations in Montenegro do almost nothing when it comes to informing about PWI/PWH. Due to lack of subtitles in the form of sign language, youth with hearing impairments don't have the chance to be informed about events in their surroundings even in the most important informative broadcasts (broadcast with sign language once a week on TVCG is not sufficient to satisfy the every day needs of youth with handicaps). The lack of sound magazines and newspapers and magazines and newspapers in Braille is limiting youth with visual impairments to be informed exclusively via electronic media programmes in Montenegro and in their language. The lack of audio-synchronisation of broadcasts having textual subtitle disables information via these broadcasts. The publishing of electronic versions of certain daily newspapers and magazines is contributing to youth informing with visual impairments, however the low standard of living does not allow the majority to possess their own personal computer which would enable *on-line* access to information.

When it comes to youth in specialized institutions or serving sentences only in the last couple of years workshops have been organised for drugs and alcohol abuse prevention, sexually transmitted diseases and HIV thanks to the activities of certain youth NGOs. According to information acquired from these and other competent organizations, the young people in these institutions accepted the workshops very well and hence these workshops should become regular practice.

Internet access implies easy access to a variety of information. In many cases Internet access is not available to youth in Montenegro – due to both poor technological equipment in the schools and faculties, but also due to limited opportunities to acquire personal computers and the lack of training to use them. Internet access in 2004 was available to only 3,5% of citizens.⁵⁶

The current education system does not offer organized advisory services for pupils and students, no matter if it is about the opportunities for further education and career promotion or in solving specific problems related to the fulfilment of rights and life choices.

⁵⁶ Out of 1.000 citizens 159 of them possessed computers and 35 out of them had Internet access; Human Development Report for Montenegro, 2005; UNDP

The conclusion from an analysis of the area of youth informing in Montenegro must be related to the lack of a structured system of sharing information related to youth. Therefore efforts should be invested toward its improvement, support for programmes aimed at youth informing, increasing youth awareness through creative contents, creating a structured system for sharing information, the adjustment of information sources to youth PWI/PWH and increased youth awareness in specialized institutions and those serving sentences.

Youth mobility

While analysing the current state of youth mobility in Montenegro we will talk about education, cultural and tourist mobility.⁵⁷

Education mobility in Montenegro is not satisfactory. It is burdened by social and financial living conditions, inappropriate facilities in pupils' and students' dormitories, enrolment policy at high education institutions and education and academic programmes. Secondary school trips and travels are extracurricular activities usually organized via the commercial rules of the tourist market and where education contents are not focused upon. There are rules imposing educational purposes on these events, but there are no planning and monitoring mechanisms which would ensure alignment of these activities with curricula and youth educational needs.

*Mobility projects are mainly projects of group youth exchange aimed at voluntary or educational activities, such as training and workshops, creative informing through cultural, sport and other activities or a reflection of programmes which would improve social, cultural, supportive or environment protection programmes. Mobility, regardless if it is an individual or group one, always implies promotion of peace and understanding between people, it is always against xenophobia and racism and it creates awareness of an European cultural identity. Mobility means exchange of knowledge, experiences and beliefs and it could be of special value for the youth coming from marginalized groups.*⁵⁸

Mobility also relates to international cooperation and exchange. Bilateral education cooperation is not sufficient and this usually puts Montenegro out of international projects financed by the European institutions. The activities of the Institute for International Cultural and Technical Cooperation (ZAMTES) are important and continuous, but these are financially limited.⁵⁹ More significant financial resources are needed for participation in youth programmes offered by the Council of Europe and the European Union.

⁵⁷ Such a distinction of mobility is generally accepted in the region and in similar strategies/documents

⁵⁸ National Programme of Action for Youth, Republic of Croatia, 2002,

⁵⁹ All programmes which would additionally improve education mobility should be, at first, recognized by the Government of RMN which would further support these programmes by increased funding for these purposes

Youth international exchange, including voluntary work, is insufficiently developed. The first steps in this field have been made by non-governmental organizations from Montenegro, mainly through organizing voluntary camps.

Cultural mobility is especially inappropriate and cultural contents are mainly a privilege of youth coming from urban areas. Youth living in rural areas do not have chance to see many cultural events. At the same time, due to the unsatisfactory financial situation, these young people do not have a chance to travel to cities in which cultural events are taking places.

Despite the fact that tourism is strategically defined as the main sector for economic development in Montenegro tourist youth mobility is still not at a satisfactory level. Youth accommodation capacities exist (hostels, recreation centres, camps), but these are not sufficiently promoted nor there is a plan for their utilization. During the summer season when conditions for organizing camps are the best it is almost impossible to find accommodation within the existing camps. Along with this, the basic needs of those organizing camps which are related to the provision of space for educational work, toilet facilities, electricity and a position close to health centres are not catered for. Promotion of youth hostels and pupils' and students' dormitories for youth utilization is non-existent.

Non-governmental organizations are the main promoters of youth tourism development in Montenegro. These organizations are also working on increasing youth mobility and the active participation of different sectors.

As in neighbouring countries discounts for youth transport have a social character and these are not an instrument used to increase mobility. The high prices of tickets in public inter-city transport (train and bus) are one of the reasons for insufficient youth mobility in Montenegro related to the educational, cultural or tourist mobility of this population.

The freedom of mobility for youth outside of the country is limited by the existing visa regime: visa issuance is complicated and often expensive. They are, as a rule, obstacles for continuous youth work, despite the fact that the European union recommended the introduction of a new visa regime for countries/governments participating in youth work, in this way removing obstacles (as the first step in creating Europe without borders). There are no programmes which could intensify students' and pupils' exchange, as the specific antecedent of Montenegrin joining the Europe Union.

The mobility for youth PWI/PWH is quite difficult for many reasons. The lack of available public transportation means (buses, trains) disabled persons in wheelchairs and persons having difficulties in walking are unable to travel independently. They need personal assistants in order to leave their place of residence and this assistant should be paid for the service, they also have to pay for two tickets and their poor financial situation does not provide enough money necessary for this. Along with this, the lack of services and inadequately developed awareness of staff working and the bus and train stations prevents youth with handicaps from using public transportation safely. The lack of availability of special facilities, prevents youth PWI/PWH being mobile in tourist places around Montenegro and to deliver exchange programmes with youth from other countries.

FAMILY

Year 2001:

- birth-rate **13,3**
- death-rate **8,2**
- rate of natural increase in population **5,1**.

Year 2004:

- birth-rate **12,6**
- death-rate **9,2**
- rate of natural increase in population **3,5**.

General overview of movements in population from the Statistics Office is showing that number of newly born children is falling down: from **9606** in year 1991 to **7849** in year 2004

The fifteen years social and economic crisis in Montenegro, political and war conflicts, international sanctions and isolation inevitably resulted in increased poverty, violence and criminal, changes within the system of values and cultural patterns of behaviour.

A significant number of Montenegrin citizens face a fight for economic survival and social security on a daily basis. According to the Poverty Reduction Strategy Paper (2003) approximately 12% of citizens live just above the absolute poverty line⁶⁰, while today almost one fifth of households are spending some 60% of their incomes for food.⁶¹ This has direct influence on the family in Montenegro, on youth, their raising and behaviour as well as on setting up their own families. General insecurity jeopardises all needs and this caused the situation in which all family functions – reproductive, economic, social-protective, socialization, child raising functions – are questioned and this caused emerging disorders in family structure and the quality of family relations.

There is no one dealing with youth or family in a systemic way, even when problems became so evident that these could not be hidden, when they are exceeding the capacities of the family and not so rarely the capacities of institutions. Certain systems are treating family from their narrow professional point of view, while there is no one specific to deal with youth category and this is making problem identification and the definition of a strategy for help and support to youth and families even more difficult.

All this is making the youth category vulnerable and it is difficult to talk about their preparation for an independent life and decision making and about setting up their own families. Youth need and have the right to make their own decisions and this is significantly jeopardised.

Surveys on youth and family in Montenegro are partial, sporadic or they do not

60 Official poverty line for year 2003 is defined at the level of 116,20 EUR per person per month

61 Human Development Report – Report on social development for Montenegro, 2005, UNDP

Government care about family, youth and professionals

Along with the Government duty to take general measures for the improved position and living conditions of citizens, it is also necessary to provide measures and activities related to the protection of rights, help and support to youth and family, including on an individual basis.

All Government interventions, at the moment, occur when problems have escalated and the majority of Government and non-government organizations are treating youth and family problems (drug abuse, AIDS, violence...) only at the level of information. There are no services for help and support to youth which would provide services of social-psychological support and there is no systematic linking of relevant bodies and professionals, to assist in developing family and social strengths in order to protect youth and family.

Social Welfare Centres existing in all municipalities in Montenegro can not meet all youth and family needs, all of their needs are not recognized and there are no resources for their fulfilment. Other services almost do not exist except in rare municipalities in which counselling services are established at the health institutions or in which NGOs are active. There is a desire that the scope of work for Social Welfare Centres is continuously extended, increasing in this way the burden of professional and human responsibility, while resources in these Centres are not increased. New vacancies are not opened, there are no specializations nor specialized services and programmes for youth and family, no prevention or therapy activities, besides sporadic ones whereas in crisis situation Centres offer only advisory services to youth and family, short term financial support or direct them to other institutions. Therefore it is necessary to introduce changes in the way of functioning and organization of Centres and to develop new services for youth and family support.

exist. Reports and data from Government and non-government organizations are not systematized nor wide enough in order to talk about a scientific approach and insight into family life and youth life and in order to give a definition of the Montenegrin family. There is limited statistical data with no complete social-psychological interpretation and these are not sufficient for adequate treatment of the problem.

Family in Montenegro and Youth

There are two predominant, quite opposite, answers to the question what the family is like today in Montenegro:

1. despite transition and democratization processes which started, Montenegro is still maintaining a patriarchal alignment in all spheres of life, including family life; in the majority of cases the male-partner, father, is dominant, he has a strong partner and parental power where both children and women-partner, mother, are subordinated (mother also has imposed sole responsibility for the stability and maintenance of family life and for children's raising);
2. "Family is not like it used to be before. Its nature and identity are changed. Radical transformation of this important microstructure of modern society contributed to a change of women's position in modern civilization: this also stands for the Montenegrin family which is abandoning patriarchal and traditional features and is becoming part of world change." (Ratko Božović, PhD). Essentially these two opinions have common points.

Youth in Montenegro is getting married later, which is characteristic for youth in the entire region. A significant number of youth stays to live in the parental community for a long period of time due to economic dependence. It is not rare for youth to remain living with their parents even when they form their own families. In these circumstances it is difficult to set up equality of powers between parents and their grown up children and respectively share roles and thus authority is duplicated (a grown child is in the same time both a child and a parent).

Parent's duty and attempt to provide financial security for the family is leading to the situation where family life is neglected: there is less time spent and less care taken about joint activities forming family identity, maintaining unity, dedication, intimacy, mutual support and loyalty, as the main family strengths. All this is contributing to the loss of family cohesion, links and identity.

The impression is that today there are more young people who decide to live in extramarital union due to unsolved professional, economic or housing status which prevents them from getting married. However, unlike in developed environments, the impression is not that here we talk about women who are independent, economically, professionally and in the housing aspect settled, nor that this is a modern form of family leading to a higher level of responsibility and an equal share of powers. Experiences gathered from the Social Welfare Centre show that proclaimed equal rights in extramarital and marital unions and equality of children born in extramarital and marital unions are quite often lost and that these are subject to the demand for hard proof of extramarital union duration and the exercising of rights for support, common property, and protection from family violence. Data from the Social Welfare Centre in Podgorica show an increased number of extramarital unions are broken up, after which the procedures for custody of the child are implemented.⁶²

The number of divorces and single parent families is also increased. According to the available data of national statistics during 2001 there were 3.893 marriages in Montenegro or 5,9 out of 1.000 citizens, while 492 marriages or 125,4 out of 1.000 marriages were divorced. In the last couple of year a slow fall in settled and an increase of divorced marriages is noticed. The number of marriages was 3.817 in 1991 and 3.440 in 2004 (-10 %). The number of divorced marriages was 388 in 1991 and 505 in 2004 (+30 %).⁶³

On the other hand there is increased number of young marital couples/families which union does not differ in any respect from marital union of two young persons in any developed country: a union characteristic of an equal share of powers and share of responsibilities with respect to raising children.

⁶² In year 2000 there were 14 cases of entrustments of children from extramarital unions, in year 2005 this was the case with 48 children

⁶³ MONSTAT – Statistics Office of the Republic of Montenegro

REVIEW OF CURRENT STRATEGIES AND LEGAL REGULATIONS

While developing NYAP working groups reviewed the following strategies relevant for youth lives and which address, more or less, youth issues in Montenegro:

- Anti-trafficking strategy (2003),
- Action plan for drug abuse prevention for children and youth in Montenegro (2003),
- The 204-2010 Plan of Action for Children's Rights in Montenegro, (2003),
- Economic Reform Agenda for Montenegro (2003),
- Poverty Reduction Strategy Paper (2003),
- National Programme for Prevention of Unacceptable Behaviour by Children and Youth in Montenegro (2004),
- National Strategy for Fighting HIV/AIDS (2004),
- National Strategy for Permanent Resolution of Refugee and Internally Displaced Persons' Problems in Montenegro, 2005.

National plans/strategies for youth from other countries (Macedonia, Croatia, Romania, Vojvodina) were also consulted. All of these provide the same framework for defining activities which will be undertaken as part of NYAP implementation.

For some of the nine areas covered in the NYAP, such as *Education* and *Employment*, working groups could refer to a significant number of relevant strategic documents, while some other working groups dealing with *Social Participation* and *Information and Mobility* – for the simple reason that certain areas/topics in the area of youth lives were not adequately treated in strategic documents, and were even less subject to research.

LEGAL REGULATION

There is not specific law regulating the life/issue of youth. Working groups were guided by current legal regulations and referred to legislation which is the most relevant for the issues addressed and the activities proposed in the NYAP.

Education

Current strategies

- National Action Plan for Children in Montenegro, period 2004 - 2010, 2003,
- National Strategy for Youth, Macedonia, 2004,
- Youth Policy Action Plan in Vojvodina, 2002,
- National Programme of Action for Youth, Republic of Croatia, 2002,
- National Youth Policy, Romania, 2001,
- National Action Plan «Roma Decade Inclusion 2005-2015», dealing with problems of this population in the areas of education, employment, housing and health, which • implementation is led by respective Ministries,
- Strategy for Fighting HIV/AIDS; one of this strategy aims is to ensure the acquisition of the necessary knowledge about sexually transmitted infections (STI) and HIV/AIDS and methods of infection prevention⁶⁴ aimed at young people, through the education system.
- Other Government strategic documents, first of all, the Agenda of Economic reforms, and the Poverty Reduction Strategic Paper.

Legal regulation

Education reform treats comprehensively the problems occurring in the teaching process, especially when it comes to content and programme issues. New laws: *General Law on Education (Official Gazette of RMN, No. 64/02)*, *Law on Elementary Education (Official Gazette of RMN, No. 64/02)*, *Law on Gymnasia (Official Gazette of RMN, No. 64/02)*, *Law on Secondary Vocational Education (Official Gazette of RMN, No. 64/02)*, *Law on High Education (Official Gazette of RMN, No. 060/03)* and *Law on Adult Education (Official Gazette of RMN, No. 64/02)* offer a legitimate and legal framework for the work of the “new” schools.

⁶⁴ Strategy will promote integration of content related to HIV/AIDS in curricula at different education levels and different subjects, including planned subject “Healthy Life Styles” which will be introduced in elementary schools; it will promote introduction of techniques for life skills development in school curricula; this document should encourage youth participation in designing curricula and development of new didactic materials and it will extend and standardize peer education programmes and will encourage youth participation in delivering peer education through extra-curricular activities

Education reform which started in the school year 2004/05 set aims such as the improvement technical working conditions in schools, but also aims such as core changes related to content, scope and the methods of acquiring and assessing knowledge in schools. Article 2 of the General Law on Education stipulates, among other things, the following:

„, Education is aimed at:

- provide the opportunity for complete individual development regardless of sex, age, social and cultural background, national and religious affiliations and of physical and psychological structure,
- meet needs, interests, wishes and ambitions of individuals for life long learning,
- enable the selection of educational curricula at all levels of education,
- develop the awareness, the need and the capabilities for the maintenance and the improvement of human rights, legal status, of the natural and social environment, of multiethnicity and diversity,
- empower individuals to be involved and participate at all levels of work and activities in line with their capacities,
- develop awareness of national affiliation, culture, history and tradition.“

Changes incorporated in higher education reform, contained in the Bologna Declaration, are directed toward: promotion of employment for European citizens and international competition with the European higher education system through developing an easy to understand and comparative level system (they also apply to diploma status); setting up a system which is, generally, based on two main cycles, basic and master, where the level obtained after completion of the first cycle is also relevant for the European labour market as an appropriate qualification level; and setting up a credit system such as ECTS (European Credit Transfer System) as an appropriate way of promoting the widest student mobility. Changes which are under implementation will promote student and teacher mobility and it will promote European cooperation and ensure quality with respect to the development of comparative criteria and methodologies.

Employment

Current strategies

- Agenda of Economic Reforms for the period 2002-2007 gives priority to resolving the employment problem. The following priority areas for development are defined: tourism, agriculture and wood processing. These areas offer possibilities for the development of the entrepreneurship concept in these and complementary sectors (such as trade, traffic, production, crafts, services, etc.). First of all the Government should provide solid infrastructure and incentives for the development of these sectors which will motivate youth to become engaged in these sectors;
- Poverty reduction Strategy Paper⁶⁵ recognizes people with invalidities as one of the most vulnerable groups and it proposes five main principles in order to regulate their status: ensuring access to an adequate education system; development of practice training programmes at the working place; enabling employment of PWI/PWH; providing an adequate system of social protection (from development of appropriate compensatory rights to development of various support services); development of programmes dedicated to direct employment of PWI/PWH and development of their current working abilities, enabling their working and further integration into all segments of social functioning and providing professional affirmation of PWI/PWH.
- The Lisbon Employment Strategy has three key aims: 1. Europe should become the most attractive place for investment and work, 2. promotion of knowledge and innovation directed toward growth, 3. creation of more and higher quality vacancies. Youth employment and promotion of knowledge and innovation is very important in order for qualified youth to be provided with the opportunity to use their skills and experience in practice. European Employment Policy was in previously more focused on elderly activation, promotion, support). However, it is also necessary to provide support to youth and to activate their potential. Therefore the Lisbon Strategy dedicates special attention to youth, especially as a part of the European Youth Initiative, having a general character and supported through numerous programmes.
- The strategy for Entrepreneurial Learning, started to be developed in the first quarter of 2006 (with support from ETF and Norwegian donors) and it should be completed by the end of the year, will set up long term principles and it specifies activities in this area for school youth and adults.

⁶⁵ Government of RMN adopted document in November 2003

Legal regulation

Montenegro is intensively adjusting its legal regulations to European Union standards on its road toward European and Euro-Atlantic integrations. Considering the fact that there is no specific law regulating youth life and work the most important laws with this respect are those in the areas of education, labour and employment.

Education reform was presented in the Book of Changes, adopted by the Government of RMN at the end of 2001. Based on this strategic document a set of laws in the education sector⁶⁶ and regulations which define in more details this area were developed. Laws are stipulating the establishment of new bodies, competent for specific area (Council for General Education, Council for Vocational Education, Council for Adult Education, Council for Adult Education, Centre for Vocational Education, Examination Centre, etc.).

The Law on Labour introduced certain changes which are moving toward the provision of greater flexibility related to employment.⁶⁷

New legal regulations still do not stipulate, completely and comprehensively, the status definition of employment, instead it basically consider that an employee is a person having permanent or temporary employment with full working hours, while other forms of work and employment, or other forms of engagements are not covered in the official registers.⁶⁸

The Law on Employment regulates employment procedures, employment and unemployment rights, and first of all the obligation for the unemployed to be involved in programmes of active employment policy.⁶⁹ Article 4 of this Law introduces a new definition of unemployment: »An unemployed person, in this law, is considered to be person from the ages 15 to 65 who is registered at the Employment Office of Montenegro and who is actively seeking employment or a foreign citizen or person without citizenship who has a permanent residence permit and working permit in the Republic of Montenegro«.

⁶⁶ General Law on Education, Law on Preschool Education, Law on Elementary Education, Law on Gymnasia, Law on Vocational Education, Law on Adult Education (Official Gazette RMN, 64/02)

⁶⁷ Official Gazette of Republic of Montenegro, number 43/03

⁶⁸ For example a significant number of people, employed for longer or shorter period of time, or those engaged in illicit employment or in the "grey economy" zone are not covered with the official registers about the number of employees; along with this more present, non-standard types of work and employment (shorter working hours, working at home, support in the house, work over the weekend, self-employment, etc.) are also not covered

⁶⁹ Official Gazette of Republic of Montenegro, number 5/02

The adoption of this piece of legislation is a big step, even though this regulation is still not flexible enough to regulate all relevant issues and to meet the contemporary labour market needs adequately.

The Law on Local Self-Government⁷⁰ provides local communities with greater possibilities for participating in the development and employment programmes and it provides youth with initiatives related to their life and work. In cooperation with municipal Employment Offices and civil society organizations, the municipality should also develop scholarship programmes and should support youth in participating in different forms of education in order to enable their easier employment.

The Regulation on the Preparation for Employment⁷¹ defines forms of preparation for employment within active employment measures, such as: training of trainees for independent work, professional training for the 1st and 2nd level of education and elementary education, re-qualification for acquiring a second occupation at the same or similar level of education, self-employment and new employment programmes (opening of new vacancies), the provision of conditions for the employment of PWI/PWH, professional orientation for youth and those looking for employment, etc.

The Law on National Vocational Qualifications⁷² which should regulate non-formal education and skills acquired outside of the regular education system is under preparation. It should also enable the delivery of learning programmes in line with adopted standards and training programmes for adults (who will have the same standards of knowledge as in the curricula in the regular system), regulate standards and procedures in the organization and delivery of training for adults, etc. This Law is “based” on previously adopted education legislation and internationally recognized standards of knowledge and it will enable the knowledge acquired in non-formal education to be comparable in wider surrounding, enabling greater opportunities for employment and labour force mobility.

The Law on Professional Training and Employment for PWI/PWH⁷³ will create new options which should enable training for work and more efficient employment, the introduction of employment quotas, opening of new vacancies and occupations in line with contemporary technical-technological solutions and devices providing for full independence in work and increasing effectiveness level, the establishment of a fund for supporting employment, etc. The Law also stipulates the construction and opening of protective workshops, like the pilot Project for a shoe factory and in the light garment industry in Podgorica.

⁷⁰ Official Gazette of Republic of Montenegro, 42/03; 28/04; 75/05

⁷¹ Official Gazette of Republic of Montenegro, number 52/02 and Regulation Amendments » Official Gazette RMN«, number 1/04

⁷² Planned for adoption by the Parliament of RMN in the third quarter of 2006

⁷³ In process, Draft Law prepared

Health

Current strategies

- Poverty Reduction Strategy Paper in Montenegro, Government of RMN 2003,
- Strategy for Development of Health, Ministry of Health RMN, 2003,
- National Strategy for Prevention of Smoking, Ministry of Health RMN, 2005,
- Strategy for Improvement of Mental Health in the Republic of Montenegro, Ministry of Health RMN, 2005,
- Strategy for Prevention and Promotion of Reproductive Health, Ministry of Health RMN, 2005,
- Health Policy in the Republic of Montenegro until 2020, Ministry of Health RMN, 2001,
- National Programme for Violence Prevention and Trafficking, Ministry of Health RMN, 2003,
- Action Plan for Drug Prevention at Children and youth in Montenegro, Government of RMN, 2003,
- National Action Plan for Children in Montenegro, from 2004 to 2010, 2003,
- Declaration on Dedication for Fighting HIV/AIDS, United Nations General Assembly, 2001,
- Dublin Declaration on Partnership in Fighting HIV/AIDS in Europe and central Asia, Ministerial Conference, 2004,
- Situational Analysis and Response Analysis on HIV/AIDS, 2004,
- Statistical Yearbook of Public Health Institute in RMN,
- United Nations Universal Declaration on Human Rights, 1948,
- European Policy and “Aims for Health for All in 21st Century” - WHO,
- The Tobacco Epidemic in South-East Europe Report (Tobacco Free Initiative, World Health Organization), 2004,
- Survey of Attitudes and Behaviour of School Children and Youth toward Drug Addiction, Sexuality and Dieting in the Republic of Montenegro, Institute for Health Protection, Podgorica, 1999,
- Comments on legal regulations for reproductive health - legal framework analysis, Youth Cultural Centre Juventas, 2004,
- Set of surveys undertaken for youth policies, Youth Cultural Centre Juventas, 2005,
- Comments on legal regulation on HIV/AIDS, CAZAS, 2004.

Legal regulation

The following laws represent the current framework for the implementation of activities proposed in the Action Plan and related to youth health:

- Law on Protection and Exercise of the Rights of the Mentally Ill, Ministry of Health of RMN, 2004,
- Law on Health Care, Ministry of Health RMN, 2004,
- Law on Health Insurance, Ministry of Health RMN, 2004,
- Law on the Prevention of Population Against Infective Diseases, Ministry of Health RMN, 2005,
- Law on Limiting Use of Tobacco Products, Ministry of Health RMN, 2004.

Social participation

Current strategies

- Statutes of political parties in Montenegro,
- National strategies dealing with youth issues,
- Universal Declaration on Human Rights, UN, 1948,
- National Programme for Youth Activation, Croatia, 2002.

Legal regulation

Along with a review of the Constitution of RMN (1991), a working group especially reviewed the Law on Local Self-Government⁷⁴ since it provides a solid institutional framework for the active participation of citizens. A review of this piece of legislation is already presented in the situational analysis and in the section on employment.

⁷⁴ Official Gazette of the Republic of Montenegro, 42/03; 28/04; 75/05

Human rights

Current strategies

- Anti-trafficking Strategy, 2003,
- Action Plan for Drug Prevention at Children and Youth in Montenegro, Government of RMN, 2003,
- National Action Plan for Children in Montenegro from 2004 to 2010, 2003,
- National Programme for Prevention of Unacceptable Behaviour and Children and Youth in Montenegro, 2004,
- Poverty reduction Strategy Paper, 2003,
- National Strategy for Fighting HIV/AIDS, 2004,
- National Strategy for Permanent Resolution of refugee and Internally Displaced Persons Problems in Montenegro, 2005,
- National Action Plan "Roma Decade inclusion 2005 – 2015", Government of RMN, 2004.

If the titles of the analyzed documents are taken in consideration, together with fully respecting specific population features, it is noticeable that all of these, both directly and indirectly, are related to youth. A content review shows that priority aims and tasks are directed towards the state of human rights and the improvement of this system.

Legal regulation

Taking into account the division of powers, as already mentioned in the situational analysis, there is an undoubted duty and responsibility of the Parliament, judiciary system as a whole (courts, prosecution bodies and legal profession as a part of judiciary system in a wider sense, but not with the same prerogatives as other judicial segments) and especially of the executive powers bodies.

The interdependence of exercising the human rights concept in relation to duties undertaken as a part of international obligations is also reviewed in the situational analysis.

Culture

Current strategies

- National Report on Culture Policy of the Republic of Montenegro, within MOSAIC II Project, Ministry of Culture and Media of RMN, 2004,
- Expert Report on Culture Policy of the Republic of Montenegro, Council of Europe, MOSAIC II, 2004.

The Ministry of Culture and Media prepared a National Report on Culture Policy in Montenegro in line with Council of Europe recommendations, as a part of the MOSAIC II programme on government culture policy. Based on this National Report, the Council of Europe expert team prepared an Expert report on the Culture Policy of the Republic of Montenegro. Both reports summarize and cover current cultural practice in Montenegro, they identify problems and define priorities for the development in all cultural and arts areas. Despite the fact that the proposed measures for improvement of each cultural activity in Montenegro do not specifically deal with youth and culture they define measures for this area in an essential sense. For example, the amateurism segment in the National report on Culture Policy in Montenegro (page 29) sets up the following measures: provision of premises for work of amateurs and amateur ensembles, renovation of deteriorated cultural halls, especially in suburban and rural areas; provision of permanent funds in the municipal budgets allocated for the financing of amateur programme activities; promotion of mutual cooperation between cultural-art associations, exchange of professional staff, design of a more systematic and content relevant cooperation with professional institutions (theatres, TV station).

- Draft Strategy for Cultural Development of Podgorica, Secretariat for Culture and Education of Podgorica, Municipal Parliament, 2002.,

The Secretariat for Culture and education of Podgorica Municipal Parliament prepared a Draft Strategy for the Cultural Development of Podgorica, as a part of the Council of Europe MOSAIC II Programme about cultural policies in cities. This Draft

presents a description of activities and programmes of municipal cultural institutions. This draft has a short-term character and it is not based on comprehensive surveys of the current state accompanied by proposed development measures. Therefore this document represent a solid base for designing a complex strategic document which will identify the current state and which will propose measures and activities for the development of cultural policy in Podgorica, which is under development.

- The first draft of NYAP aims, Seminar of interested parties, 2005, internal document,
- START-UP Creative Podgorica - Creative Industries of Podgorica, British Council, 2005,

START-UP Creative Podgorica – Creative Industries of Podgorica is a publication which mapped out for the first time the areas of cultural industries in Podgorica. It identifies the state of them and the relevant actors and as such it served the working group as an important database.⁷⁵

- The Culture, Creativity and the Young Project, Council of Europe (comprising National Strategies for Youth in some ten European countries).
- Culture, Creativity and the Young: Developing Public Policy, Ken Robinson Cultural Policy and Action Department, Council of Europe, 1999.

The Culture, Creativity and the Young Council of Europe Project comprising the National Strategies for Youth in approximately ten European countries was of great support for the working group. This Project, as a comparative analysis, enabled the group to make easier identification of the current situation and to make a precise definition of activities in the area of Youth and Culture in line with European standards.

Along with these documents the working group reviewed national strategies and plans in other countries, first of all those from Macedonia and Romania, while the Council of Europe publications were very significant documents used by the group. These publications define the frameworks for future activities in the Youth and Culture area corresponding to the implementation of NYAP activities.

⁷⁵ This publication represents initial event aimed at identification of the existing capacities of creative industries in Podgorica, awareness raising through promotion in electronic and printed media, linking creative industry actors, linking business and creative sector as well as through linking with colleagues in South East Europe and United Kingdom

Legal regulation

There is no specific legal framework regulating the area of youth culture. In this respect these could only be initiated when specific programmes dedicated to youth culture, non-formal education and allocation of budgetary and other resources could be defined through current legislation and between Government and the local self-government – non-governmental sector.

Leisure

Current strategies

- The National Strategy for Youth in the Republic of Macedonia (section “Quality of Living”) sets up, as one of its long-term aims:...”the promotion of youth quality of living through their participation in social-educational activities which will structure their leisure”. A specific aim, as a part of institutional development, defines the development of youth centres through partnership between Government and NGO, and these should provide the creation of a continuous plan of support and the financing of these institutions at both the national and local levels.
- National Youth Policy, Romania (2001) defines strategic aims and tasks which point out the necessity of creating “programmes for the establishment and development of a youth centre network” whose main tasks would be to increase and structure alternatives for youth by providing specialized programmes and services based on their needs in order to stimulate their pro-social behaviour and to reduce socially risky behaviour.
- Youth Policy Action Plan in Vojvodina, 2002,
- National Action Programme for Youth, Republic of Croatia, 2002,
- The National Action Plan for Children in the Republic of Montenegro (2004-2010) defines steps which could, directly or

indirectly, relate to the structured care of leisure, through children and youth active participation in designing school (regular and extracurricular) activities based on their needs through a definition of the following strategic aims: “all girls and boys have equal rights and access to quality education”, “an optimized school network” and “cooperation mechanisms set up between school, parents, the local community and non-governmental sector”... “Children and youth actively participate in school life”, “Education needs of all young people are met though equal access to adequate learning and programmes providing them with skills for life”, “Ensure local community participation in the education system”, “Strengthen cooperation between youth non-governmental organizations and schools”. This document does not specifically elaborate extra-curricula programmes and activities and here the great role and place of NYAP is recognized, especially in the area the active contribution of young people to community life through voluntary action.

Legal regulation

The Legal regulations of the Republic of Montenegro treat relevant issues in the area of leisure and voluntarism in the following way.

- Law on Elementary Education (“Official Gazette of RMN”, No. 64/02), Law on Secondary Education (Official Gazette of RMN, No. 56/92,27/94), Law on High Education (“Official Gazette of RMN“, No. 060/03):
 - o Article 19 of Law on Elementary Education (“Official Gazette of RMN”, No. 64/02) stipulates the following: “School develops various forms of free activities - extra-curricular activities (sport, cultural, art and similar)” and it also defines that “programme of free activities is defined in the school annual plan”,
 - o Contents and results of extra-curricula activities are under the competence of the Governing/School board (Article 76 of General Law on Education, Government of RMN, 2002),
 - o Article 25 of the Law in High Education (“Official Gazette of RMN”, No. 060/03-1) defines as one of the important segments to be taken into consideration when issuing license to education institutions, the existence of: “3) premises for students` extra-curricular activities”.
- Law on Sport (Official Gazette of RMN, No. 13/94) defines sport as: “activity which enables children, youth and citizens to preserve, promote and develop psychophysical abilities and sport knowledge, to meet the needs for

movement and play, sport expression and creativity and achievement of results at all competition levels” (Article 1). This Law regulates activities such as sport recreation, *organized extra-curricular sport activities*, and the organization of sport activities for those with invalidities.

- Socially useful work is delivered within military service and as a part of Penal Code reform, changes will be made in the area of sanctions and alternative punishment, while measure of socially useful work will be one of the sanction measures.
- Montenegrin legislation does not have specific legal acts dealing with voluntarism only and respectively the rights and responsibilities of volunteers are defined in different pieces of legislation: “employment regulation considers that volunteer work is voluntary, free work, undertaken for the benefit of the employee who is acquiring knowledge and skills through the work”.
 - o Before the Law on Labour came into force (Official Gazette of RMN, No. 43/2003) voluntary work in Montenegro was possible:...”for the purpose of a trainee period and sitting for a professional examination and for the purpose of in-service training and specialization”.
 - o The Law on the Basis of Working Relations (Official Gazette of RMN, No. 29/96) and the Republic Law on Working Relations which had a specific provision on voluntary work, voluntary work for the purpose of training and voluntary work for the purpose of in-service training, stipulated that an employer could make a contract on voluntary work with an unemployed person. Voluntary work was introduced for the purpose of training for independent work.
 - o Law on Employment (Article 9 and 12-13) defines mediation in working employment: “a working engagement means the involvement of an unemployed person in work without setting up working relations”.
 - o Law on Health Insurance and Social Protection (Article 19, paragraph 1, point 10) defined that: “a person who is at compulsory practical work or voluntary practice after completion of schooling, when the law enables this and in a case when a person does not have income (volunteer) has the right for health insurance in case that injury or professional illness occur at work”, while the Law on Pension and invalid insurance (Official Gazette of RMN, No. 54/2003, Article 14) defined volunteer as insured, that is, people to whom the rights of a pension and invalid insurance are granted.
 - o Law on Courts (Official Gazette, No. 5/2002), Law on State Prosecutor (Official Gazette, No. 69/2003), Law

- o on Judicial Exam (Official Gazette, No. 12/72-128,26/85-688) and Regulation on Training for Trainees, Professional Exam and In-service Training for Civil Servants (Official Gazette, No. 18/93 and 31/95) have specific provisions on volunteer and forms of training for trainees-volunteers in public administration and public bodies in the Republic of Montenegro, a programme and procedure for sitting at professional examinations for working in public administration, the content and form of in-service training for civil servants and the forms of assessment of professional knowledge.
- o Issue of defining volunteers’ status is similar in ex-Yu countries (Macedonia, B&H, Slovenia, Croatia – where a Draft Law on Volunteers is under development). Experience from South-East European countries (Bulgaria, Romania, Albania), “group 10” countries (Hungary, Czech Republic, Poland and Slovenia) and EU member countries (Great Britain, Italy, Denmark) confirm the existence of a wide legal framework which regulates the status of volunteers.
- International standards: UN Resolution 40/212 (1985), UN Resolution 52/17, (1997), Council of Europe - European Convention on Promotion of International Long-term Voluntary Services for Youth (2000), UN resolution 56/38 (2001), UN Resolution 57/106 (2002)

Information and Mobility

Current strategies

- National Programme of Action for Youth, Republic of Croatia, 2002
- Policy Youth Action Plan in Vojvodina, 2002,
- National Strategy for Youth, Macedonia, 2004, focusing on areas related to information and mobility. Format of division of mobility into education, tourist and cultural, as treated in the Croatian document was especially used, Strategic document of European Youth Forum on Youth Mobility for Overcoming Obstacles in Visa Acquisition (2004). Definitions of mobility and recommendations for overcoming obstacles in visa acquisitions were used,
- Council of Ministers` Recommendation to EU members with respect to youth mobility (1995.) Recommendations to Governments about promotion of youth mobility were used,
- National Action Plan for Children in Montenegro, from 2004 - 2010, 203,
- Poverty Reduction Strategy Paper in Montenegro (2003) - section on youth poverty causes and functions of information and education in poverty reduction.
- Universal Declaration on Human Rights (1948),
- White paper (2001),
- European Charter on Youth Participation at Local and Regional Level (1992),
- European Youth Pact (2005),
- Athens Resolution (2005),
- European Action Plan for Equal Opportunities for Persons with Invalidity, (2003),
- Bologna Declaration (1999).

Legal regulation

There is no specific legal framework regulating areas of youth information and mobility.

Family

Current strategies

- Poverty Reduction Strategy Paper, 2003,
- National Programme of Prevention of Unacceptable Behaviour of Children and youth, Ministry of Labour and Social Welfare, 2004,
- Draft National Programme of Violence Prevention, Ministry of Health, 2003,
- National Programme of Action for Youth, Republic of Croatia, 2002,
- City Programme for Youth, Kutina, 2005,
- Policy Youth Action Plan in Vojvodina, 2002.

Legal regulation

The following laws were identified as the legal framework for the definition of activities:

- Law on Social and Child Protection, Official Gazette of RMN, No. 78/05.
- Family Law of RMN, Official Gazette of RMN, No. 7, 1989.
- Penal Code of RMN, Official Gazette of RMN, No. 70/04, 13/04.

FIVE-YEAR STRATEGY

Part of the NYAP relating to the strategic aims and activity plan lists all nine areas and all aims strategically set for the five-year period from the day of this documents adoption and indicators which will be used for assessing success or the level of achievement of each individual aim.

Working groups developed, along with strategic aims, the highest priority and most achievable activities for the first year and a set of accompanying success indicators. When there are no developed activities for the specific aim in a specific area this implies that after prioritization it was suggested that the activities to be implemented not only during the first, but also in the following years directed toward that specific aim.

During the first year of implementation and based on the assessment of achievements it is necessary to develop plans for the following year and further steps in achieving the strategic aims. At the same time certain activities proposed in the Plan are already under implementation, while some others require specific efforts to be directed toward provision of pre-requests and closer cooperation between different sectors.

Key indicators which will ensure quality in NYAP implementation, and not just quality of process of NYAP development, and which represent specific guidelines for the implementation of all activities, aims and areas are:

Level of youth participation in program design

Youth satisfaction with implemented programmes,

Gender equality aspect, specific national/ethnic/religious and language groups, specific feature of different marginalized youth groups...

Indicators for successful implementation of the five year strategy are related to increase/reduction of specific numbers or occurrences in comparison to the moment of NYAP adoption, but also in comparison to each previous year of the plans implementation, also taking into consideration already set European standards in many areas.

Success indicators for the 2007 Action plan gives a cross-section of minimum results necessary for the activity to be characterized as successfully implemented. If lower than the stated minimum the activity will be characterized as unsuccessful, while results above the set minimum will confirm the greater success of the implemented activity. These indicators could also be useful for the development of an operational plan for the following years.

EDUCATION

Aim	Indicators:
A. Education for all: Participation and provision of equal conditions in education (for youth of marginalized and minority groups and youth PWI/PWH)	Increased number of youth PWI/PWH involved in regular education programme; Increased number of education institutions implementing programmes adjusted to youth PWI/PWH; Increased number of marginalized and minority group members participating in education programme; Increased number of programmes providing support to marginalized and minority groups in education institutions (drug prevention programmes, HIV/AIDS, ...).
B. Improvement and development of extracurricular activities based on youth needs B.1. Delivery of workshops for specific topics B.2. Opening of youth counselling centres	Increased number of workshops for specific topics (drug abuse, HIV/AIDS, civic education, healthy life styles,...); Increased level of participants` satisfaction with the workshops quality and organization; Increased number of different youth counselling centres in the school; Higher level of users` satisfaction related to services provided in counselling centres.
C. Support and develop programmes of non-formal education C.1. Designing and development of training programmes C.2. Provision of conditions for programme delivery C.3. Maintaining quality of non-formal education	Increased number and variety of non-formal education programmes; Increased number of recognized non-formal education diplomas; Increased satisfaction of training providers ⁷⁶ and youth participating in non-formal education programmes.
D. Improvement of pupils and students standard D.1. Access to modern technologies D.2. Availability of student credits D.3. Living conditions in dormitories	Increased number of computer classrooms/internet cabinets used in teaching process; Increased number of teachers trained to use computers; Increased satisfaction of pupils/students related to use of contemporary equipped facilities; Higher percentage of students using credits; Increased number of renovated/newly built students` dormitories; Increased satisfaction of pupils/students when it comes to living conditions and standards in dormitories.

76 - Training providers - professionals offering education services: trainings, seminars, lecturing and similar

Aim	Indicators:
E. Provide participation of youth in process of aligning education system with EU standards	Increased number and variety of youth associations actively participating in European integration processes; Number of adopted laws and regulations proposed by youth associations.
F. Provision of conditions for advanced specialized training F.1. Provision of scholarships for advanced specialized training F.2. Setting up funds for talented students F.3. Stimulate organization of study visits and student exchange	Strategy for improvement of conditions and offer of advanced specialized training courses in Montenegro developed; Increased number and variety of scholarships for advanced specialized training available to youth; Increased number and variety of funds for talented youth; Increased number and variety of organized study visits and student exchanges.

EMPLOYMENT

Aim	Indicators:
<p>A. Align demand and supply needs on the labour market</p> <p>A.1. Strengthen professional orientation and career guidance services</p> <p>A.2. Support working rehabilitation and employment of persons with invalidity</p> <p>A.3. Support programmes increasing working capacities (practice, voluntary work in NGOs and institutions, training...)</p> <p>A.4. Support programmes for participation and employment of vulnerable groups by using methods of training, qualifications and NGO sector engagement</p> <p>A.5. Support entrepreneurial culture at youth and business development through training and self-employment programmes</p> <p>A.6. provide improved conditions for employment of youth in NGO sector</p>	<ul style="list-style-type: none"> - Reduced percentage of youth participation in total unemployment; - Reduced number of illicitly employed youth; - Shorten time spent on the Employment Office register; - Reduced discrepancy on the labour market through increased meeting of employers` needs for specific occupations, knowledge and skills; - Increased quality of share of information related to professional orientation and career guidance; - Number of institutions offering information related to professional orientation and career guidance; - Number of experts working in the field of professional orientation and career guidance; - Increased number of youth with invalidity participating in training programmes and in employment; - Increased number of youth participating in public works programmes in social activities, environmental protection, etc. - Increased number of Roma youth in literacy programmes, training for acquiring the first occupation and employment; - Increased number of implemented self-employment programmes and provision of credits for entrepreneurship in rural areas; - Funds available for training provided by the Government and private sector and their use at the annual level.
<p>B. Support inventive programmes aligned to the strategic directions of economic development</p>	<ul style="list-style-type: none"> - Increased number of youth who participate in training programmes; - Increased number of employed persons after completed training; - Increased number of newly opened vacancies in rural areas; - Increased number of entrepreneurial ideas and innovative youth programmes;

Aim	Indicators:
<p>C. Equal conditions for work and employment of youth</p> <p>C.1. Provision of protective mechanisms against discrimination at the employment and career development in private and public sectors</p> <p>C.2. Improved conditions for recognition of diplomas acquired outside Montenegro</p> <p>C.3. Provide verification of non-formal education as a tool for the easier employment of youth</p>	<ul style="list-style-type: none"> - Publicly promoted protective mechanisms against discrimination in employment and career development; - Faster and simpler procedure of diploma recognition; - Strategy for verification of non-formal education programmes developed; <ul style="list-style-type: none"> - Increased youth satisfaction related to: <ul style="list-style-type: none"> - protective mechanism against discrimination - procedures for diploma verification - recognition of knowledge and skills acquired in non-- formal education programmes

HEALTH

Aim	Indicators:
<p>A. Increased youth awareness about healthy life styles</p> <p>A.1. Increased level of youth awareness related to reproductive and sexual health and reduced consequences of risky sexual contact</p> <p>A.2. Promotion of healthy nutrition and sports</p> <p>A.3. Increased youth awareness of addictive disease</p> <p>A.4. Preventive actions against all types of crime</p> <p>A.5. Awareness raising about traffic and other accidents and their prevention</p> <p>A.6. Awareness raising about youth mental hygiene</p>	<ul style="list-style-type: none"> - Increased number and variety of activities related to: <ul style="list-style-type: none"> - promotion of healthy life styles; - promotion of healthy nutrition and healthy life styles; - Higher percentage of youth using reliable contraceptives; - Prevalence of cervix cancer; - Reduced pregnancy rate at adolescents; - Increased number of health institutions where young people can be informed about reproductive and sexual health; - Incidence and prevalence of sexually transmitted diseases; - Reduced abortion rate among youth; - Reduced number of pregnancies among minors; - Increased number of youth involved in sport associations and activities; - Increased number, variety and availability of sport and recreation activities; - Reduced number of youth using narcotics; - Reduced violence toward and among youth; - Reduced number of youth injuries caused by accidents; - Increased number of youth approaching professionals due to a disturbed psychological state. - Increased number and variety of youth associations and programmes related to: <ul style="list-style-type: none"> - youth awareness raising about reproductive health; - prevention of addictive disease; - prevention of violence; - injury prevention; - preservation of youth mental hygiene.
<p>B. Increased youth awareness about addictive diseases</p> <p>B.1. Prevention of spreading of AIDS and other blood transmitted diseases among risk groups (intravenous drug addicts)</p> <p>B.2. Prevention of further increase in number of addicts</p>	<ul style="list-style-type: none"> - Increased number and diversity of youth association and programmes dedicated to: <ul style="list-style-type: none"> - Increased youth awareness about addictive diseases; - Increased youth informing about addictive disease; - Increased information and reduced risk of blood transmitted diseases among intravenous drug addicts. - Increased number of youth from risk groups covered by the programmes; - Reduced number of "new" addicts.

Aim	Indicators:
<p>C. Provision of better access to health services for youth</p> <p>C.1. Create conditions for establishment of institutions for AIDS health treatment</p> <p>C.2. Create conditions for establishment of institutions for addictive disease treatment</p> <p>C.3. Create conditions for establishment of supporting clubs</p> <p>C.4. development of services adjusted and available to youth</p> <p>C.5. linking health, education, recreation and non-governmental organizations, institutions in order to provide a better quality health services</p>	<ul style="list-style-type: none"> - Increased number and variety of health services for youth and health offers within youth services; - Increased number of youth using these services; - Increased number of visits to doctors and counselling centres; - Youth satisfaction with services provided; - Existence and a larger number of institutions for: <ul style="list-style-type: none"> - AIDS treatment in Montenegro; - Addictive disease treatment; - Provision of support to patients. - Better capacities for treatment and support to patients; - Increased number and variety of institutions and professionals in health programmes; - Increased number and variety of activities directed toward the designing of youth leisure; - Increased number of youth covered in these programmes.

SOCIAL PARTICIPATION

Aim	Indicators:
<p>A. Increase number and improve ways of youth participation in decision making processes</p> <p>A.1. youth participation in development and implementation of other policies (strategies, laws...)</p> <p>A.2. Influence change of mind about importance of youth active participation</p> <p>A.3. Influence opening of political space for youth participation</p>	<ul style="list-style-type: none"> - Increase number and variety of mechanisms for youth participation in decision making processes; - High level of youth satisfaction with opportunities for participation; - Higher percentage of youth participation in decision making at local and national levels; - Positive assessment of importance and level of youth participation by citizens and representatives of the Government and NGOs; - Increased number and quality of successfully implemented programmes dealing with change of mind about the importance of youth active participation; - Higher level of youth satisfaction with opportunities for youth participation in politics.
<p>B. Increase youth awareness and understanding about civil society values</p> <p>B.1. Youth awareness and training for participation in democratic processes</p>	<ul style="list-style-type: none"> -- Increase number and variety of programmes dedicated to youth awareness about civil sector values; - Higher level of youth satisfaction with information and training provided; - Increased level of knowledge about the functioning of executive, legal and judicial powers and mechanisms for public administration institutions.
<p>C. Achieve higher level of cooperation and understanding between NGOs, Government and citizens</p> <p>C.1. Improve work of non-formal/formal organizations/institutions/groups and others dealing with youth</p> <p>C.2. Define efficient and clear communication with ministries, business, media, NGOs working with youth and for youth</p>	<ul style="list-style-type: none"> - Increase number of implemented projects involving NGOs, Government and citizens; - Higher level of youth satisfaction with cooperation between NGOs, Government and citizens; - Increased number, variety and quality of programmes implemented by non-formal/formal organizations/institutions/groups and other dealing with youth; - Communication strategy of different social stakeholders linked with to youth work and with the programmes developed and adopted.

HUMAN RIGHTS

Aim	Indicators:
<p>A. Increased youth awareness about their rights</p> <p>A.1. Increased knowledge about consciousness objection</p>	<ul style="list-style-type: none"> - Increased number of youth media; - Increased youth awareness about: <ul style="list-style-type: none"> - Nature of rights and need for their respect; - Conscientious objection. - Increased number of electronic media broadcasts with participation of youth approaching issues of awareness raising and access to information; - Introduction of the subject Human Rights or a subject which will cover the - theory and practice of human rights at all levels of youth education; - Increased training for teachers who will be delivering teaching in the area of human rights; - Increased number of textbooks on human rights.
<p>B. Promote and support tolerance, understanding and respect between youth of different identities</p> <p>B.1. Increased youth awareness about values of living in multiethnic Montenegro</p>	<ul style="list-style-type: none"> - Increased number of campaigns delivered by youth and NGO groups dedicated to the promotion of rich diversity in Montenegro; - Increased number and frequency of multicultural events involving at the same time youth of different ethnic and religious affiliations; - Introduction of history of religions in the education system.
<p>C. Increased activation of youth in the areas of protection, promotion and improvement of human rights and freedoms</p>	<ul style="list-style-type: none"> - Increased number of training for peer educators at the level of secondary, post-secondary and high schools dealing with protection of youth rights; - Increased number of approaches to Ombudsman office; - Increased number of Ombudsman visits to local communities.
<p>D. Reduction of prejudice and acceptance of differences (national, religious, cultural...) with the young</p>	<ul style="list-style-type: none"> - Increased number and viewer rating of (educational) broadcasts dedicated to support youth as a special target group in overcoming prejudice; - Increased number of regional cooperation programmes aimed at youth exchange; - Increased number of regional seminars for participation of youth from the region dedicated to topics from the recent or more distant past; - Increased number and variety of seminar participants and programmes.
<p>E. Respect of rights and equal opportunities for PWI/PWH</p>	<ul style="list-style-type: none"> - Increased level of national regulations aligned with EU legislation in the area of exercising the rights of PWI/PWH.
<p>F. Increased awareness and knowledge about gender equality</p>	<ul style="list-style-type: none"> - Increased number of printed publications designed and adjusted by their content and form to youth; - Increased number of published educational contents for secondary, post secondary and high schools related to the gender equality topic; - Increased number of programmes of studies in formal education dedicated to gender equality.

Aim	Indicators:
G. Ensure rights and protection for youth homeless in Montenegro	<ul style="list-style-type: none"> - Increased number of minors who found institutional accommodation and foster a family; - Increased number of adopted minors; - Increased number of institutions working in the homeless settling.
H. Ensure rights and protection for youth from different ethnic groups	<ul style="list-style-type: none"> - Increased number of ratified international agreements protecting basic rights and freedoms; - Reduced number of non-signed international agreements defining rights and responsibilities in the area of human rights for which the Government defines certain deadlines; - Positive Government and NGO reports about the respect for human rights.
I. ensure youth human rights in Montenegro	<ul style="list-style-type: none"> - Increased youth participation in the decision making system through formal education (pupils` and students` parliaments); - Feedback about quality of participation in decision making (effects); - Increased quality of premises and services provided in institutions for serving sentence; - Increased number of ratified international agreements protecting basic human rights and freedoms; - Reduced number of non-signed international agreements defining rights and responsibilities in the area of human rights for which the Government defines certain deadlines; - Positive Government and NGO reports on respect for human rights; - Increased satisfaction of youth with respect to exercising human rights and freedoms.
I.1. Support youth to exercise their right to participate in decision making	
I.2. Provision of adequate conditions for sentence serving of minors	
I.3. Fulfilment of international obligations	
I.4. More efficient implementation of the existing legislation in the area of human rights	

CULTURE

Aim	Indicators:
A. Create social ambience which will impact on the improvement of youth attitudes toward cultural and natural heritage and cultural identity	<ul style="list-style-type: none"> - Higher level of youth participation in designing activities for protection and preservation of natural and cultural heritage; - Increased number and variety of mechanisms influencing improvement of youth attitudes toward natural and cultural heritage; - Increased number and variety of educational-information programmes in the media which promote: <ul style="list-style-type: none"> - cultural and natural heritage; - awareness about environmental issues; - work of amateur cultural associations; - cultural heritage of minorities; - nursing old crafts.
A.1. Promote cultural and natural heritage through educational-information programmes in the media	
A.2. Provide staff in-service training in the area of ecology in order to ensure adequate training of youth when it comes to the importance of the preservation of ecological resources and goods	
A.3. Provide institutions and NGOs with mechanisms to be used for training and development of youth awareness about ecology in schools	
A.4. Enable nature heritage protection	
A.5. Ensure continuous ecological information in all media	
A.6. Promote activities which will improve attitudes towards and the treatment of waste (storage, recycling and the like)	
A.7. Provide in-service training of staff who will educate youth about the importance of cultural identity, cultural diversity and the necessity of its protection	

Aim	Indicators:
<p>A.8. Provide funds and develop programmes which will ensure the staff necessary for the protection of cultural ad natural resources (archaeologists, conservationists, restorers)</p> <p>A.9. Promote and support educational programmes which will enable museums, cultural-artistic associations and other associations to develop programmes for schools</p> <p>A.10. Ensure quality conditions for amateur work and amateur assembles and their networking with similar assembles around the world in order to provide for their advanced training and presentation of cultural heritage</p> <p>A.11. Ensure good quality conditions for the protection of minorities` cultural heritage</p> <p>A.12. Supporting nursing of old crafts</p>	<ul style="list-style-type: none"> - Increased number of youth participating in the existing educational-informational programmes in the media; - Higher level of youth satisfaction with programmes organized; - Increased number and variety of institutional and NGO mechanisms for: - Education and awareness raising about ecology of youth in schools; - Promotion of cultural and natural heritage; - Increased awareness about ecological issues; - Promotion of amateur cultural association work; - Promotion of minority cultural heritages; - Nursing old crafts; - In-service training focused on these topics for staff working in the education sector. - Number of activities which will increase youth - participation in training programmes provided by institutions and NGOs in schools; - Higher level of professional competences of the existing staff to influence youth education in this area.
<p>B. Support institutional and non-institutional programmes which will enable and increase youth participation in all segments of cultural and art production, including alternative forms</p> <p>B.1. Provide youth with more creative designing, participation and exposure with cultural contents and products.</p> <p>B.2. Improve availability of culture outside of centres for cultural events.</p> <p>B.3. Ensure local government financial participation and provision of improved technical-organizational working conditions for cultural institutions/groups/associations/organizations developing programmes and contents for youth.</p>	<ul style="list-style-type: none"> - Higher level of youth satisfaction with content offer in different forms of cultural-art production; - Increased number and variety of programmes which will increase youth participation in areas of art production; - Increased number of youth participating in designing and exposure with existing cultural contents and products;

Aim	Indicators:
<p>B.4. Provide adequate conditions for development of jazz music, ballet and modern dance through both the formal education system and alternative forms</p> <p>B.5. Provide adequate conditions for development of different classic and alternative music forms</p> <p>B.6. Make movies, theatres and media culture closer to youth through the education system</p> <p>B.7. Ensure cooperation between professional staff from cinema art, production and photography and education institutions, NGOs, individuals in order to motivate them for amateur and professional work in movie production</p> <p>B.8. Deliver non-formal training about alternative culture and culture in general</p> <p>B.9. Provide support for alternative and experimental forms of expression (performance, cartoons, caricature...)</p> <p>B.10. Provide premises for the work of amateurs/amateur groups/cultural associations and groups at the local and regional level</p> <p>B.11. Provide permanent budget lines in the municipality budget for the financing of the programme activities of amateur associations and amateur groups</p> <p>B.12. Develop policy of youth culture in order to ensure higher youth participation in cultural events</p>	<ul style="list-style-type: none"> - Increase number and variety of institutions and NGOs involving youth in designing programmes and contents; - Higher level of youth satisfaction with programme offer from institutions and NGOs supporting youth in designing and participation in their programmes; - Strategy for provision of adequate conditions at the national and local level developed for the: - Work of cultural institutions/groups/associations/organizations developing programmes and contents for youth; - Development of jazz music, ballet and modern dance; - Development of different classic and alternative music forms; - Development of alternative and experimental forms of expression; - Work of amateurs/amateurs groups/cultural associations. - Increased number of cooperation programmes for professionals working in education institutions, NGOs and individuals; - Development and adoption of cultural policy for youth.

Aim	Indicators:
<p>C. Create an ambience for the improvement and development of the cultural industry</p> <p>C.1. Provide more attractive and easier access to libraries and archives (especially rare and unique publications) for youth</p> <p>C.2. Develop entrepreneurial spirit through cultural industries for youth</p> <p>C.3. Improve printing-publishing services in the areas of science/culture (publishing of books, professional magazines, school and student magazines, brochures and other written documents), especially those initiated by youth</p> <p>C.4. Creation of better conditions for young unproven and talented writers, musicians, journalists to print/publish and distribute their works</p> <p>C.5. Involve the media as permanent partners in the process of cultural values promotion and animation of youth as audience</p> <p>C.6. Provide conditions for the creation and broadcasting of quality cultural programmes and printed media</p> <p>C.7. Create programmes which will provide youth with adequate knowledge about the media industry and informing through cooperation mechanisms between media and education institutions</p>	<ul style="list-style-type: none"> - Higher level of youth satisfaction with offer in the cultural industry; - Increased number of youth using products of the cultural industry; - Increased number of young library and archive services users; - Increased number of young entrepreneurs in the area of culture; - Increased number and variety of publications initiated by youth; - Increased number and variety of mechanisms which will support the development of the cultural market and publishing of publications and other works of young, unproven and talented artists; - Higher level of youth satisfaction with developmental level of current cultural offer; - Increased participation of young unproved, talented artists on the current cultural scene in comparison with the situation at the moment - Development and adoption of strategy for: <ul style="list-style-type: none"> - cooperation between cultural, educational institutions and media; - provision of conditions for broadcasting high quality - cultural programmes; - increased number and variety of programmes which will provide youth with adequate knowledge about the media industry.

LEISURE

Aim	Indicators
<p>A. Improvement of school activities (during and outside of lessons)</p> <p>A.1. Systematic and planned participation of all relevant stakeholders in designing flexible programmes (extra-curricular and additional) based on non-formal education methods and youth needs</p> <p>A.2. Involvement of youth in the process of extra-curricular activities planning</p> <p>A.3. Improvement of extra-curricular activities</p>	<ul style="list-style-type: none"> - Increased number of participants involved in designing extra-curricular activities; - Increased number and variety of school extra-curricular activities in various areas; - Increased number of pupils involved in extra-curricular activities; - Higher level of participants satisfaction with extra-curricular activities.
<p>B. Support in the opening of youth clubs (local communities, youth organizations, NGOs...)</p> <p>B. 1. Development and support of non-formal education system</p> <p>B. 2. Designing contents in line with youth interests</p>	<ul style="list-style-type: none"> - Increased number of youth involved in youth club programmes; - Higher level of youth satisfaction with youth club programmes; - Increased number of stakeholders involved in the development of programmes for the promotion of youth culture; - Increased number and variety of programmes promoting youth culture; - Increased number of youth participating in promotion of youth culture; - Higher level of youth satisfaction with programmes promoting youth cultures.
<p>C. Support and develop programmes dealing with the cultivation and development of youth culture</p> <p>C.1. Development of a volunteering culture</p> <p>C.2. promotion of socially useful work (old and ill)</p> <p>C.3. Promotion of an urban culture (music, performance...)</p>	<p>Lsigning of programmes for the more structured leisure of youth at national and local levels;</p> <ul style="list-style-type: none"> - Increased number and variety of programmes for youth in the areas of: <ul style="list-style-type: none"> - volunteerism; - socially useful work; - urban culture. - Increased number of youth participating in youth - club programmes; - Higher level of youth satisfaction with youth club programmes.

Aim	Indicators
<p>D. Increase availability of professional sport facilities and other accessories to youth</p> <p>D.1. Improve conditions and programmes for sport and recreational activities for youth in urban and rural settlements</p> <p>D.2. Improve conditions and programmes for sport and recreational activities for youth PWI/PWH</p>	<ul style="list-style-type: none"> - Increased number of sport facilities available for recreational sports to the wider youth population; - Increased number, variety and availability of sport-recreational programme at school level and in the local community; - Increased number of youth participating in sport-recreational programmes at school level and in the local community.

INFORMATION AND MOBILITY

Aim	Indicators:
<p>A. Improved youth information</p> <p>A.1. Support for programmes dedicated to informing the youth</p> <p>A.2. Increased level of youth information through creative contents</p> <p>A.3. Establishing structured system of sharing information related to youth</p> <p>A.4. Adjust sources of information to young PWI/PWH</p> <p>A.5. Increased youth information in special institutions and institutions for serving sentences</p>	<ul style="list-style-type: none"> - Increased number, viewer rating/listening and quality of broadcasted shows/columns in media (especially those having a Public service status); - Increased number of regular columns/shows in media dealing with current youth problems, implementation of NYAP, and the promotion of youth policy; - Increased number of magazines for youth and students; - Increased number of youth Information centres; - Higher level of youth satisfaction with youth contents in radio and TV shows and in the printed media; - Greater youth participation in creating youth programmes; - Increased number of projects financially supported by the Government of RMN, Parliament of RMN or local self-governments aimed at youth information; - Increased number and variety of: <ul style="list-style-type: none"> - Web sites and forums and mailing lists dedicated to youth; - Cultural events dedicated to youth creative information (exhibitions, concerts, music, film or street festivals, different activities); - Creative and education-informational workshops and seminars; - Higher level of youth satisfaction with quality of content of creative youth information and their availability to young Roma; PWI/PWH; youth in special institutions and institutions for serving sentences.

Aim	Indicators:
<p>B. Improved mobility programmes</p> <p>B.1. Support to programmes aimed at cultural, education and tourist mobility</p> <p>B.2. Increase chances for tourist trips for youth</p> <p>B.3. Intensify international exchange programmes for youth</p>	<ul style="list-style-type: none"> - Increased number of delivered mobility programmes; - Higher level of youth satisfaction with quality of mobility programmes; - Preparation of recommendations for aligning visa regime with the EU with real youth needs in the area of mobility; - Development and adoption of plans for geographically equal distribution of cultural events for youth and a greater number of contents for rural areas; - Increased number of ramps constructed at sport and cultural facilities for users in wheelchairs; - Higher level of young PWI/PWH satisfaction with access to sport and cultural facilities - Increased number of programmes financed by the Government or local self-government which support cultural, education and tourist youth mobility; - Development and adoption of Government decision on public transportation privileges for youth; - Development and adoption of Government decision on higher Government Budget share for ZAMTES activities; - Development and adoption of plan for using youth hostels and youth camps for the purpose of improving youth tourism and financing of renovation of buildings given priority status; - Increased number of renovated youth hostels and camps and percentage of those opened throughout the year; - Increased number of publications and presentations promoting youth tourist trips; - Increased availability of tourist facilities and public transportation vehicles for youth PWI/PWH; - Higher level of youth satisfaction with quality of tourist contents for youth in Montenegro and their availability throughout the year; - Development and adoption of the strategic plan on ways of intensifying exchanges aimed at the increased mobility of pupils, students and youth outside of the formal education system; - Establishing fund of the Government of the Republic of Montenegro for the provision of scholarships for international youth exchange; - Increased number of executed international exchange programmes; - Higher level of youth satisfaction with quality of planning and execution of international exchanges.

FAMILY

Aim	Indicators
<p>A. Family planning/wanted children</p>	<ul style="list-style-type: none"> - Reduced number of abortions; - Establishment of counselling centres for family planning; - Increased number of services provided in counselling centres; - Increased number of curricula; - Increased number of schools introducing the subject Sexual Education and Family Planning; - Increased level of satisfaction with programmes by youth
<p>B. improve financial support for young married couples</p>	<ul style="list-style-type: none"> - Increased number of support programmes for child birth; - Increased number of scholarships for students – marital couples for completion of studies; - Increased number of married graduated students; - Increased level of satisfaction with programmes by youth.
<p>C. Improved/empowered / responsible parent-age</p> <p>C.1. Increased awareness of parents having children with handicap about their rights and opportunities</p> <p>C.2. Creation of entrepreneurial culture/activism among the youth</p> <p>C.3. increased awareness of the importance of the protection of all resources</p> <p>C.4. Development of private initiatives (family business)</p> <p>C.5. Contribute to overcoming generation gaps</p>	<ul style="list-style-type: none"> - Reduced number of: <ul style="list-style-type: none"> - divorced marriages; - youth in institutions for sentence serving; - abandoned children; - delinquents and addicts; - minor parents; - cases of family violence; - Higher level of family life satisfaction; - Increased number of preventive programmes and institutions for the delivery of preventive programmes; - Higher level of satisfaction with programmes.

ACTION PLAN 2007 BUDGET FOR NYAP IMPLEMENTATION FOR 2007

	Line	Amount
Action plan for 2007	<i>Education</i>	<i>46.100,00</i>
	<i>Employment</i>	<i>108.250,00</i>
	<i>Health</i>	<i>77.750,00</i>
	<i>Social participation</i>	<i>64.500,00</i>
	<i>Human rights</i>	<i>51.500,00</i>
	<i>Culture</i>	<i>24.500,00</i>
	<i>Leisure</i>	<i>60.500,00</i>
	<i>Information and mobility</i>	<i>139.600,00</i>
	<i>Family</i>	<i>53.500,00</i>
Sub total		626.200,00
NYAP monitoring and evaluation + Action plan for 2007		12.000,00
NYAP implementation structure		39.111,36
Total		677.311,36

ACTION PLAN 2007 – EDUCATION

**EDUCATION
46.100,00 €**

A. Education for All: Inclusion and provision of equal conditions in education (For youth from marginalized and minority groups and			
Activities	Indicators	Responsibility:	Budget:
1. Provision of infrastructural conditions for youth PWI/PWH in education institutions (secondary schools and faculties) in various cities. - need assessment and analysis - action plan development - prioritization	- one education institution in the region north/centre/south with infrastructural conditions for youth PWI/PWH - 20% of total number of youth PWI/PWH covered with assessment criteria satisfied in terms of infrastructural conditions	MES, MLSW, Local community	10.000,00
2. Delivery of workshops for Roma population parents about importance of school enrolment	- number of enrolled Roma population, - one out of five workshops (depending on number of potential users) in two cities in each region north/centre/south, - number of participants/parents per workshop, - 50% of participants satisfied with workshops.	MES, Association of Parents	800,00
3. Development of formal and non-formal education programmes for youth placed in institutions for serving a sentence	- developed programmes - 20% of programmes delivered	MES, MJ,	2.000,00
B. Improvement and development of extra curricular activities based on youth needs			
Aktivnosti:	Indicators	Responsibility:	Budget:
1. Need assessment about youth needs related to types, topics and ways of delivery of activities taking place outside of formal education institutions	- survey - analysis of survey results - proposal of measures and priorities	DSY, MES	2.500,00
2. Development of strategy for meeting youth needs related to contents/activities taking place outside formal education institutions	- analysis of current offers and needs - prioritization - activity plan developed - 20% of activities delivered	DSY, MES	1.500,00

Activities:	Indicators:	Responsibility:	Budget:
3. Organization of peer training about healthy life styles in secondary schools in 5 cities (PG, NK, PLJ, BR, BP)	- number of youth representative for the specific community participating at the workshop - number of peer trainers - number of workshops - knowledge tests prior and after the training	MH, MES, NGO	1.000,00
C. Support and develop non-formal education (NFE) programmes			
Activities:	Indicators:	Responsibility:	Budget:
1. Uspostavljanje sistema za akreditaciju prSetting up system for accreditation of youth programmes, especially those who are not successful in the formal education system (without completed secondary school/higher education) - setting up accreditation body - development of application form - setting up standards - sending invitation to NGOs and other organizations offering various education services to send their current programmes or to create new programmes	- number of participants, NGO and other organization representatives dealing with NFE in development of an accreditation system - accreditation body set up - application form developed - programme standards defined - number of professional training programmes developed - number of youth, participants/users of the programmes	MES – Centre for Vocational Education, NGO	3.000,00
2. Accreditation of the most successful/most relevant programmes, with financial contributions	- number and type of accredited programmes - number and type of target groups to whom accredited programmes are dedicated - budget for financial support of these programmes	Accreditation body, MES	800,00 – for functioning of the body, 5.000,00 – for support of programmes
3. Development of accredited programmes catalogue	- catalogue developed in cooperation with NGOs and other organizations offering education services - number of distributed catalogues and target groups	Centre for Vocational Education, MES	5.000,00
4. Development of non-formal education strategy	- strategy developed - number and type of NGOs and other relevant stakeholders dealing with NFE participating in strategy development - 50% of those participating in strategy development satisfied with the strategy	MES – Centre for Vocational Education, Union of Employers, NGO	4.000,00

Activities:	Indicators:	Responsibility:	Budget:
5. Development of database about training courses and trainers from various areas of non-formal education - survey - making database available on the web site	- 70% of registered NGOs and other organizations dealing with NFO consulted - database about current training courses and trainers in NFE developed	MES – Centre for Vocational Education, NGO	2.500,00
6. Adopt certification legislation	- 70% of registered NGOs dealing with NFE consulted in the development of legislation - legislation on NFE certification adopted	MES, MJ, NGO	1.000,00
7. Standardization of non-formal education - setting up quality standards, standards for different NFE models (for example peer education and the like), forms (training events, seminars, workshops and the like)	- setting up standardization body - standards set up and adopted - 70% of NGOs dealing with NFE participated in standardization - satisfaction with developed standardization	MES, NGO	3.000,00
D. Improvement of pupils` and students` standard			
Activities:	Indicators:	Responsibility:	Budget:
1. Constructing buildings for food preparation as a part of a new student dormitory in Podgorica	- 70% of students satisfied with food offered and the quality - income from costumers/other users covering 50% of running costs	MES – Sector for pupils` and students` standard	Project planned
2. Development of project documentation for renovation of students` and pupils` dormitories - analysis - setting up priorities	- number of renovated students` and pupils` dormitories - number of constructed students` ad pupils` dormitories - number of new vacancies in students` and pupils` dormitories - 70% of students and pupils satisfied with accommodation	MES – Sector for pupils` and students` standard	There are funds defined in the education strategy
E. Ensure youth participation in aligning education system with EU standards			
Activities:	Indicators:	Responsibility:	Budget:
1. Provision and access to information for youth, at the 1st year of study, about ECTS ⁷⁷ standards	- number of youth informed about ECTS standards - number and type of information - methods of informing	University of MN, EO,	2.000,00 Running activity of University of Montenegro

77 - ECTS – European Credit Transfer System. System was introduced in 1989 and it became constitutive part of Bologna process and majority of European laws on high education. This system enables acknowledgment of period of studying abroad and therefore it increases quality and scope of student mobility in Europe

Activities:	Indicators:	Responsibility:	Budget:
2. Survey on attitudes of students attending different education programmes in line with ECTS standards	- analysis of research + recommendations - students' level of satisfaction - number of students	University of MN	2.000,00

ACTION PLAN 2007

EMPLOYMENT

108.250,00 €

A. Align supply and demand on the labour market			
Activities:	Indicators:	Responsibility:	Budget:
1. Training and motivation of school psychologists to strengthen pupils' professional orientation through their daily work	- one professional orientation programme and counselling organized in each region north/centre/south	Employment Office (EO), MES	Planned activity
2. Specific training for people working on professional orientation issues in the Employment Office	- one person from each municipal Employment Office involved in training	EO	Regular activity
3. Development of professional orientation and career guidance services within the Employment Office in the centres with the highest rate of unemployed and employed people	- one centre for professional orientation and career guidance established in each region north/centre/south - one professional working on professional orientation in schools or employment services available in each city - availability of adequate literature and information in each centre - 10% of youth participating in programmes for professional orientation and counselling - 50% of young users of centre services satisfied with selected occupation - meeting labour market demand with the available work force increased by 5%	EO	Planned activity
4. Scholarships for missing staff – psychologists for schools, for the Employment office and later for human resource development services in companies and institutions	- scholarships provided for 25 students to make up for the missing staff	EO, MES	Regular activity
5. Provision of information and enable access to information centres with access available to PWI/PWH about free vacancies and current opportunities, training programmes and acquisition of additional skills	- project for adjusting facilities for access of youth PWI/PWH developed in each centre - in 20% of centres one of the following accesses provided: electronic form, Braille or audio recordings, premises in which information are provided are physically accessible – leaning ramps, stairway and standard lifts	EO, NGO	Planned activity
6. Criteria for adequate triage of PWI/PWH aimed at assessment of working abilities and their employment in work in which they be successful	- documents containing criteria developed in the third quarter after NYAP adoption	EO, GO	Planned activity

Activities:	Indicators:	Responsibility:	Budget:
7. Development of training programmes adjusted to PWI/PWH in line with possibilities for their employment	- 10% out of total number of training programmes adjusted to PWI/PWH - 10% out of total number of participants in adjusted programmes are PWI/PWH	EO, MES – Centre for Vocational Education, purchaser	Regular activity
8. Training of trainers for work with PWI/PWH	- one training course organized prior to the implementation of adjusted training programmes - one person/organizer trained for work on each adjusted training programme	EO	Regular activity
9. Adjustment of working area (access) and working place for PWI/PWH	- 10% of institutions and other entities have adjusted access and premises for PWI/PWH	MLSW (Law on Training for Employment of PWI)	Planned activity
10. Implementation of programme for construction of protective workshop for light garment and shoe production in Podgorica	- one protective workshop constructed	EO, Government of RMN	Planned activity
11. Introduction of quota principle for employment of PWI/PWH with appropriate payment from the specific fund in cases when this obligation is not met	- development and adoption of document with the quota principle	MLSW (Law on Training for Employment of PWI)	Planned activity
12. Organization of public works in which PWI/PWH will be employed	- three public work programmes organized on an annual basis in three cities across the regions - at least 5 PWI/PWH involved in each	EO, NGO	15.750,00 (250 X 5 persons + 500 material costs) x 3 activities x 3 cities
13. Organization of informative meetings and motivational workshops which will prepare young people for duties which they will face while looking for employment and for maintaining and increasing their working abilities through training programmes	- 30% out of total number of young people with completed secondary school and higher education who do not continue their education and those registered at the Employment Office participating in informative programmes and motivational workshops	EO	Regular activity

Activities:	Indicators:	Responsibility:	Budget:
14. Organization of training programmes for improved functional literacy/ communication, for acquiring computer skills, foreign language skills and development of abilities demanded by modern employers (personal efficiency, flexibility, team skills, leadership, etc.)	- 10% of young people from the Employment Office register participating in programmes for increased working capacities and training programmes - waiting period for employment reduced by 10%, 80% of youth satisfied with achieved results - 50% of employers satisfied with employees	EO, MES – Centre for Vocational Education	Regular activity
15. Involvement of youth waiting for employment for a longer period of time into programmes for increasing working capacities (public works)	- 5% of necessary working capacities provided within participants of this programme	EO	Regular activity
16. Organize public works which will involve youth in programmes for environment protection and protection and valorisation of the cultural heritage of Montenegro	- 5% of necessary capacities provided within participants of this programme, falling in the youth category on the Employment Office register	EO, NGO	5.000,00
17. Design of proposals for changes in legislation (Law on Labour and Employment) in order to regulate voluntary work in companies and institutions aimed at acquiring practical working experience	- legal regulation enabling valorisation of work in the NGO sector and voluntary work adjusted and adopted	MLSW, Government of the RMN	Planned activity
18. Permanent surveying of labour market needs and assessment of knowledge and skills necessary for the available vacancies	- one survey undertaken in each region north/centre/south	EO	Regular activity
19. Development of training programmes and their delivery which will meet labour market demand adequately and in line with the development priorities set by the Republic, current labour market surveys, that is with defined employers' needs in respect to specific occupations, knowledge and skills	- one training programme organized in each region north/centre/south - youth participation in training programmes increased by 10% - 50% of employers satisfied with the quality of the work force	EO	Regular activity

Activities:	Indicators:	Responsibility:	Budget:
20. Delivery of intervention training programmes aimed at reduced percentage of missing occupations	- meeting labour market demand with the available work force, and supply increased by 10%	EO	Regular activity
21. Individual and group meetings aimed at motivating unemployed people to attending additional training, for acquiring the knowledge and skills for occupations for which workers from outside of Montenegro are currently employed	- waiting period for employment reduced by 10%	EO	Regular activity
22. Design working rehabilitation programmes for ex convicts, ex drug addicts and alcoholics in order to enable their socialization and to enable the acquisition of working habits for future work	- 30% of youth from vulnerable groups participating in training programmes - 3% of training participants employed after training completion	EO, MLWS, ZIKS	Planned activity
23. Promotion and implementation of literacy programmes and programmes for acquiring a first occupation in line with the modular principle, for young Roma and other ethnic minority groups	- 30% of youth from vulnerable groups registered at the Employment Office involved in training programmes and employed after training completion	MES, NGO	25.000,00
24. Development of cross-sector cooperation between: Government, non-government and private business sectors in order to ensure faster progress in the development of specific training programmes	- cooperation of partnership institutions and the non-government sector in delivery of training programmes set up in 20% of organized training courses	DSY	1.000,00
25. Increased budgetary resources for youth employment through a reallocation of taxes and contributions and existing dedicated budgets	- proposal submitted to the Government of the RMN for adoption - percentage of budget allocation for youth employment increased by 2%	Government of the RMN, EO (proposal)	Planned activity
26. Use of concrete entrepreneurial knowledge and skills in the design and implementation of training programmes implemented in non-formal education	- clubs for young entrepreneurs established in elementary and secondary schools - one third of new training programmes contain entrepreneurial knowledge and skills elements	MES, Directorate for Small and Medium Enterprises, NGO	30.000,00

Activities:	Indicators:	Responsibility:	Budget:
27. Organization of training programmes for acquiring entrepreneurial knowledge and skills for people who could use credit lines for self-employment or for opening a private business	- one program delivered for future young entrepreneurs in each region north/centre/south	EO	Regular activity
28. Involvement of youth in training programmes for future entrepreneurs	- 20% of participants in programmes for acquiring knowledge and skills in the area of entrepreneurship are young people	EO, MES	Regular activity
29. Development of an entrepreneurship learning strategy	- strategy for entrepreneurship learning developed	ETF	Regular activity
30. Opening of credit line with advantageous conditions which will stimulate entrepreneurship among young people through an agreement between Government and lending institutions	- Agreement by the competent government department and lending institutions published in the first quarter after NYACP adoption - 5% of approved loans for future entrepreneurs given to young people	EO	Regular activity
31. Initiating changes in regulations which will define advantageous conditions for working and other rights resulting from employment in NGOs carrying out humanitarian activities or general interest missions	- change of employment legislation resulting in tax reductions for employment in NGOs	MLSW, NGO (proposal)	1.500,00
32. Initiating a system close to the existing "business" system which would regulate the employment of people in NGOs carrying out profitable activities and making income	- number of young people engaged in NGOs having a regulated working status increased by 10%	MLSW, NGO (proposal)	1.500,00
B. Support inventive programmes in line with the strategic directions of economic development			
Activities:	Indicators:	Responsibility:	Budget:
1. Stimulate programmes which will improve the quality of life and a brighter future in the countryside through professional support, training, technical assistance and loans	- programmed designed in cooperation between Government, civil and private sectors	Ministry of Agriculture, Forestry and Water Supply (MA-FWS), MT, EO	3.000,00

Activities:	Indicators:	Responsibility:	Budget:
2. Development of sustainable development programmes in which youth will be involved and which will be developed by youth (healthy food production, eco tourism, human architecture concept, etc.)	- development of three innovative programmes different in their structure and/or topic	MAFWS, MT, EO	3.000,00
3. Opening of credit line with advantageous conditions which will stimulate entrepreneurship among young people through an agreement with relevant Government departments and lending institutions	- 5% of credit lines for entrepreneurs dedicated to youth	EO	Regular activity
4. Stimulation of the young to remain in the countryside through credit lines in agriculture and rural tourism	- 5% of total number of programmes delivered by youth and 5% of total number of employed people in rural areas are young persons (agriculture, tourism, crafts) - 50% of youth born in the countryside are motivated to remain in the countryside	EO	Regular activity
5. Stimulation of private initiative through rewarding entrepreneurial ideas and the successful implementation of current programmes for young entrepreneurs and agriculture producers ⁷⁸	- 5% of the total number of programmes in this area delivered by youth and 5% of employees in rural areas are young persons (agriculture, tourism, crafts) - 50% of youth born in the countryside are motivated to remain in the countryside	EO	Regular activity
6. Delivery of training programmes for youth in healthy food production, cattle breeding, use of protective measures, implementation of modern production technologies	- 5% of the total number of programmes in this area delivered by youth and 5% of employees in rural areas are young persons (agriculture, tourism, crafts) - 50% of youth born in the countryside are motivated to remain in the countryside	MAFWS, MT, EO	3.000,00
7. Stimulation of youth to work in old crafts and stimulation of youth for the development of home production, especially in the winter period when there are no outdoor activities, through the valorisation of these products in the tourist offer and adequate incomes	- 5% of the total number of programmes in this area delivered by youth and 5% of employees in rural areas are young persons (agriculture, tourism, crafts) - 50% of youth born in the countryside are motivated to remain there	EO	Regular activity

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Activities:	Indicators:	Responsibility:	Budget:
8. Organization of agriculture fairs and fairs for rural youth creativity	- one fair organized in each region north/centre/south	MAFWS, MT, EO	3.000,00
9. Involvement of youth in the development of programmes for the use of the tourist potential in Montenegro	- 5% of youth from the countryside involved in various programmes for the enrichment of the tourist offer in rural areas	MT	Regular activity
C. Equal conditions for youth work and employment			
Activities:	Indicators:	Responsibility:	Budget:
1. Reduced tax burdens on incomes in a scope allowed by the Budget in order to enable the regular employment of youth	- proposal sent to Government of RMN for adoption - reduced tax burdens on personal incomes by the amount of 10% - increased legal employment among youth population by 5%	NGO, MLSW, Government of the RMN	1.500,00
2. Filed activities of inspection bodies	- reports covering 5% of employers/potential employers published quarterly	MLSW	Regular activity
3. Engagement of union organizations and associations of employers in the protection of employees' rights	- one informative meeting on the role of union organizations and associations of employers organized in each region north/centre/south	Union organizations and associations of employers	Regular activity
4. Changes in labour legislation in order to enable the introduction and implementation of flexible working contracts	- legal regulation adjusted and adopted - commencement of flexible working contracts in 10% of cases during the first year	MLSW	Regular activity
5. Stimulation of youth work through co-financing of their incomes for a certain period of time	- 5% of total number of co-financing allocated to youth starting their own business	MLSW, Government of the RMN	Regular activity
6. Scholarships for youth with occupations not demanded on the labour market in order to acquire the knowledge and skills necessary	- 5% of the total number of youth in the category of occupations not demanded on the labour market got scholarships	EO	Regular activity
7. Crediting of self-employment programmes and opening of new economic activity and tourist capacities in areas with limited employment resources	- 5% of total number of crediting allocated to youth starting their own business	EO, MT	Planned activity

Activities:	Indicators:	Responsibility:	Budget:
8. Promotion and initiation of shortening the procedures for diploma equivalency	- shorten time for diploma equivalency	MES	Planned activity
9. Prices for equivalency of acquired diplomas adjusted to economic capacities of citizens	- certain acceptable price for equivalency of documents	MES	Planned activity
10. Promotion and commencement of constructive cooperation between education system (formal and non-formal), labour market and development policies	- round table about cooperation involving 25 participants from different sectors	ETF (initiative), MES, MLSW, WO, NGO	Regular activity
11. Adoption of the Law on National Vocational Qualifications and accompanying regulations about verification of acquired knowledge	- Law on National Vocational Qualifications adopted	MES	Regular activity
12. Licensing of training providers, trainers and examiners	- 5% of occupations classified as occupations for which knowledge and skills are acquired in non-formal education system - 30% out of the total number of applications receive a license to become trainers and training providers	MES	Regular activity
13. Training programmes delivered in line with international standards	- one training programme delivered in line with effective legal regulations in each region north/centre/south	EO, MES – Centre for Vocational Education, NGO	15.000,00

ACTION PLAN 2007

HEALTH 77.750,00 €

A. Increased youth awareness on healthy life styles			
Activities:	Indicators:	Responsibility:	Budget:
1. Training for journalists and editors about sensitive reporting of sexual and reproductive health (SRH)	- seminar for 25 representatives of printed and electronic media delivered - evaluation of training	NGO, MH	1.750,00
2. Media monitoring on SRH reporting	- number of titles, place, size, language - number of media reports about sexually transmitted infections (STI) increased by 10% on an annual base - two semi-annual reports on media content related to SRH, STI prepared	MH, NGO	500, 00
3. Organization of a campaign for youth awareness raising about SRH through the mass media	- number of young people involved in the campaign - ways of promotion – shows, jingles, presentations, spots, etc. - frequency of broadcasts, appearances	MH, Public Health Institute, NGO	5.000,00
4. Standardized programmes for peer education about healthy life styles	- establishment of standardization body - standards established	MH, MES, NGO	1.000,00
5. Training of peer trainers about healthy life styles (based on a standardized programme)	- number of workshops - number of trainers - training reports	MH, Public Health Institute, NGO	2.500,00
6. Development and distribution of educational materials for peer education about healthy life styles	- number and type of publications (at least two) - number and type of topics (health problems, risks) covered in these materials - places for distribution - number and type of focus groups - users' satisfaction with materials - usefulness of materials	MH, Public Health Institute, NGO	7.000,00
7. Campaign for availability and adjustment of health services and providers for youth	- number and type of materials used in the campaign (billboards, leaflets, spots, etc.) - time and duration of the campaign - number and type of various actors involved in the campaign - press clipping/ media monitoring	MH	2.000,00

Activities:	Indicators:	Responsibility:	Budget:
8. Campaign for the use of health services	- number and type of materials used in the campaign (billboards, leaflets, spots, etc.) - time and duration of the campaign - number and type of various actors involved in the campaign - press clipping/ media monitoring	MH, NGO	2.000,00
9. Video clip production for promotion of healthy life styles - broadcasting on radio and TV stations	- three video clips produced - media plan for existing and new video clips developed - media monitoring - survey on youth attitudes/reactions to video clips	MCM, MH	4.000,00
10. Monitoring of implementation of Law on the Limited Use of Tobacco Products	- quarterly report of regulatory body		Regular activity
11. Development of preventive educational programmes for youth (healthy life styles, prevention of addictive diseases, prevention of violence, SRH and other high risk behaviours)	- number of programmes developed - number of health areas covered in these programmes	MES, MH, NGO	5.000,00
12. Evaluation of the existing programmes for youth health prevention implemented in schools	- analysis of evaluation results + recommendations - number of youth covered in the programme - level of youth awareness - level of youth and parents' satisfaction with the programme	MES, Association of Parents	1.500,00
13. Lectures/seminars/workshops about violence in secondary schools in MN	- at least 3 lectures held in at least 3 schools in each region (3 schools x 3 lectures x 3 regions) - number of youth participating in lectures - level of satisfaction and usefulness of lectures	MES, NGO	2.000,00
14. Secondary school pupils' and students' competitions in knowledge of traffic regulations (local and 3 regional and competitions)	- number of competitions - number of participants - level of knowledge - percentage of traffic accidents caused by youth	MES, MMT, NGO	2.000,00
15. Round table about youth mental health	- 25 young people and professionals in this area - round table conclusions in the form of recommendations	MH, NGO	500,00

Activities:	Indicators:	Responsibility:	Budget:
16. Establishment of regional centres/counselling centres for mental health	- one regional centre established	MH	Activity planned within Strategy for Mental Health
B. Increase youth awareness about addictive diseases			
Activities:	Indicators:	Responsibility:	Budget:
1. Survey for projection of number and regional spread of intravenous drug addicts	- survey results published, including proposed measure for reduced risk	MH, Public Health Institute	1.000,00
2. Educative-informative programme for narcotic users developed	- number of implemented activities aimed at overdose prevention - one informative campaign on ways of HIV/AIDS transmission and prevention implemented - 50 young narcotic users participating in educative-informative programmes - reduced number of overdoses among narcotic users by 5% - stable number of persons with HIV/AIDS and other blood transmitted infections within population of intravenous drug users - distribution of 500 diagnostic tests	MH, Public Health Institute, NGO, local structures for fighting drug abuse	3.000,00
3. Develop pilot project for field work with drug users and for harm reduction – exchange of used syringes and needles, methadone therapy, etc.	- project developed - part of the project implemented - number of users covered in the project - number of exchanged needles and syringes	MH	10.000,00
C. Enable improved availability of health system to youth			
Activities:	Indicators:	Responsibility:	Budget:
1. Develop project for improvement of hospital conditions and capacities for treating those with HIV/AIDS	- project developed - one up to two rooms adjusted for the treatment - number of health institutions in which hospital conditions are improved - users' satisfaction with conditions provided	MH	4.000,00
2. Training of medical staff about HIV counselling and testing	- 20 medical workers trained for VCT	MH, Public Health Institute	1.000,00

Activities:	Indicators:	Responsibility:	Budget:
3. Organization of round tables on HIV/AIDS with medical workers (nurses and technicians)	- one round table organized with health workers in each region north/centre/south (3 x 500,00)	MH, Public Health Institute, MCM, local community	1.500,00
4. Establishment and promotion of services provided in centres for VCT at health institutions	- one VCT centre established - types of services - informative brochure developed - one TV jingle broadcast - three billboards containing information about VCT centre services displayed	MH, Public Health Institute, NGO	10.000,00
5. Re-socialization activities – establishment of support clubs (these could be established at NGOs, health institutions and the like)	- one support club established and equipped in each region north/centre/south	MH, NGO	4.500,00
6. Opening and promotion of counselling services for youth at health institutions	- counselling centres for youth established in 10% of health centres (out of the total number of health centres in Montenegro) - system for informing and promotion of counselling services developed	MH, Health centres	Planned
7. Development of guidelines for the work of the services adjusted to youth needs	- guidelines for the work of the services adjusted to youth needs published - at least 6.000 informative brochures distributed - number and type of focus groups to which informative brochure are distributed - geographical spread of distribution	MH, MES, NGO	6.000,00
8. Establishment of marriage and family counselling centres	- number of established counselling centres - locations these are established - number of counselling centre users (age and the like) - users' level of satisfaction with services provided	MH	Planned as a part of reform of primary health protection

ACTION PLAN 2007

SOCIAL PARTICIPATION

64.500,00 €

A. Increase number and improve ways of youth participation in decision making processes			
Activities:	Indicators:	Responsibility:	Budget:
1. Survey on youth participation in decision making processes in MN	<ul style="list-style-type: none"> - survey published and measures proposed - number and types of youth participation - number of youth involved in the survey - number and type of institutions covered in the survey 	Directorate for Sports and youth (DSY) – Youth Department, NGO	2.000,00
2. Activities for youth informing about NYAP – development process, future implementation, activities and opportunities for participation in its implementation	<ul style="list-style-type: none"> - video clip and its continuous broadcasting - sport activities aimed at NYAP promotion - at least 20 lectures/presentations held in secondary schools and 7 lectures/presentations at the faculties of higher education - promotional/info material developed and distributed during the lectures 	DSY – Youth Department, NGO, Ministry of Culture and Media (MCM)	5.000,00
3. Animate local authorities and political parties and increased awareness on NYAP importance	<ul style="list-style-type: none"> - NYAP delivered to all municipalities (21) with accompanying recommendations - NYAP delivered to all political parties - number of meetings/presentations with representatives of local authorities – decision makers - reports form NYAP presentations to local authorities and political parties 	DSY – Youth Department, Union of Municipalities	1.000,00
4. Support to initiative for development of local youth action plans	<ul style="list-style-type: none"> - three initiatives for development of local youth action plans - three-day training course for representatives of local authorities organized – 30 participants 	DSY – Youth Department, Union of Municipalities/local authorities, Youth Council, NGO	3.000,00
5. Development and printing of guidelines/manual for steps in Youth Action Plan development	<ul style="list-style-type: none"> - guidelines/manual developed - plan for distribution in municipalities - survey - assessment of manual usefulness 	DSY – Youth Department, Youth Council	5.000,00
6. Campaign of importance of more active youth social participation (public debates (TV), questionnaires, round tables, media presentations)	<ul style="list-style-type: none"> - campaign organized in each of three regions lasting for (at least) 6 months - number and ways of youth participation promotions - number and types of actors involved in promotion - number and type of promotions of ways of participating - number of young people involved in the campaign 	DSY – Youth Department, Youth Council, local authorities	5.000,00

Activities:	Indicators:	Responsibility:	Budget:
7. Activities on strengthening of public dialogue about position of youth in society and their needs (training events, round tables, questionnaires, TV and radio shows, lectures, presentations, etc.)	- 6 training events - 4 round tables - 3 questionnaires - 6 shows, 12 lectures - 12 presentations	DSY – Youth Department, MCM, NGO	3.000,00
8. Development of promotional material about forms of youth social participation	- materials developed in cooperation with NGO - 10.000 copies of promotional materials - TV shows	DSY – Youth Department, MCM, NGO	5.000,00
9. Development of relevant legal regulations related to youth	- Law on youth developed and adopted	DSY, MJ	1.000,00
10. Establishment of new, and support to, existing youth parliaments/councils in secondary schools	- at least 3 new youth parliaments/councils established in secondary schools - support through presentation of Directorate for Sports and Youth work, Youth Department, presentation of NYAP, setting up communication system and similar with 50% of existing youth parliaments/councils in secondary schools	DSY – Youth Department	3.000,00
11. NYAP web page development and maintenance	- web page development - regular promotion of information related to youth policy and dealing with youth and for youth - publication of existing and newly developed relevant documents (DSY reports, surveys, etc) - database about youth in MN available - forums for monitoring of youth needs in MN - number of visitors	USO – Sektor za mlade	1.500,00
12. Development of sustainable and compatible database about youth in MN	- database on youth in MN developed, including data on: age, gender, regional spread, level of education, employment, social participation and all segments representing the NYAP basis	DSY – Youth Department	1.500,00

Activities:	Indicators:	Responsibility:	Budget:
13. Cooperation established with bodies at the EU level – Council of Europe, Directorate for Sports and youth, European Youth Forum and the like – relevant for youth and youth policy issues	- number of meetings held with EU representatives - minutes from meetings - number (and form) of participation at the events organized by the Council of Europe and other EU bodies (seminars, training events, strategic meetings) - minutes from the above mentioned - cooperation established with the ICNYP - reports on cooperation	DSY – Youth Department, MFEREI, MFA	Regular activities/competences of DSY – Youth Department
14. Initiate membership of the Council of European and European Commission youth programmes	- membership established - public and media promotion of membership importance and presentation of EU youth programmes	DSY	/
15. Adoption and promotion of the European Charter on Youth Participation at the local and regional level	- Charter published in mother tongue - each municipality provided with Charter copy - recommendation for Charter adoption to all municipalities and local authorities - one lecture/presentation held at all University units	DSY	2.000,00
B. Increased youth awareness and understanding of civil society values			
Activities:	Indicators:	Responsibility:	Budget:
1. Development of programmes for volunteering in public administration institutions aimed at acquisition of experience and knowledge about public administration functioning and structure	- number of programmes developed - number and type of public administration institutions involved in the programmes - level of knowledge (testing)	DSY – Youth Department, NGO	2.000,00
2. Development of programmes for volunteering in non-governmental organizations aimed at acquisition of experience and knowledge about NGO functioning and structure	- number of programmes developed - number and type of NGOs involved in the programmes - duration of volunteering - level of knowledge (testing)	DSY – Youth Department, NGO	2.000,00
3. Youth familiarization with principles of NGO work through 3 NGO fairs	- one NGO fair organized in each region - number of NGO participants - number and type of promoted principles - level of youth awareness - number of youth participating at the fair	DSY – Youth Department, NGO, local authority	3.000,00

Activities:	Indicators:	Responsibility:	Budget:
4. Database developed about current programmes and opportunities for their use and possibilities for participation at the European level	- database developed - database available on NYAP web page	DSY – Youth Department, MFA, MFEREI	1.000,00
5. Report on NYP implementation and youth needs delivered to all relevant bodies involved in implementation	- two half yearly reports - two meetings of representatives of relevant bodies involved in NYAP implementation - minutes from meetings with proposed measures	DSY – Youth Department	Regular activities of DSY – Youth Department
6. Preparation, publication and distribution of brochure/guidelines for youth about public administration and international organizations' structure	- prepared, published and distributed manual for youth about public administration functions and structure - prepared, published and distributed manual for youth about international organizations - number and type of youth to whom guidelines are distributed	DSY – Youth Department	10.000,00
C. Reach higher level of cooperation and understanding between NGOs, Government and citizens			
Activities:	Indicators:	Responsibility:	Budget:
1. Establish and improve cooperation of non-formal groups, organizations, institutions and others dealing with youth through work of Youth Council	- number of meetings held - communication system established - consultation with relevant bodies - coordination strategy developed	Youth Council, DSY – Youth Department, NGO	500,00
2. Establishment of working group for development of proposal for setting up legal regulations which would deal with youth	- invitation open for participation in development - working group established - 15% of participants in legal regulation development are youth representatives - survey of possible models of regulation and choice of the most adequate one	Youth Council, DSY – Youth Department, NGO	3.000,00
3. Capacity development, professional development of Directorate for Sports and Youth for successful NYAP implementation and further NYAP development	- assessment of current capacities and assessment of necessary ones - number of programmes for professional/in-service training (studies, training courses, seminars) - study visits - engagement of (EU) external expert	DSY – Youth Department, Youth Council	5.000,00

ACTION PLAN 2007

HUMAN RIGHTS
51.500,00 €

A. Increased youth information about their rights			
Activities:	Indicators:	Responsibility:	Budget:
1. Analysis of media reports with recommendations	- analysis with recommendations published	DSY, NGO	3.000,00
2. Seminars for high school teachers (of civic education)	- one seminar on human rights organized for 20 teachers in each region north/centre/south - seminar reports - lesson plans which trained teachers will deliver in their schools developed	MES	7.000,00
3. Seminars for teachers of social sciences (history, philosophy, sociology and subject related to human rights) in secondary schools	- one seminar on human rights organized for 20 teachers in each region north/centre/south - seminar reports - lesson plans which trained teachers will deliver in their schools developed	MES	7.000,00
B. Promote, support tolerance, understanding and respect between youth of different identities			
Activities:	Indicators:	Responsibility:	Budget:
1. Promotion and training on roles and competences of the Ombudsman Office, especially in smaller local areas	- one informative meeting organized for 20 young participants in each municipality	Ombudsman Office	3.500,00
2. Control and monitoring of media programmes in order to eliminate prejudices, especially with respect to the language of hate	- consultations with relevant parties about the establishment of body for control and monitoring - body for control and monitoring of media programmes established - one young person involved in the body work	Ombudsman Office	3.000,00

Activities:	Indicators:	Responsibility:	Budget:
3. Analysis of participation of youth of different identities in education institutions	- MES reports - analysis of results with proposed measures published	MES, NGO	2.000,00
4. Organization of international summer school/summer academy aimed at promotion of regional links, tolerance and a common EU approach and the promotion of the cultural and social values of Montenegro	- one summer school/summer academy for 25 young persons from the region - representatives from at least three countries from the region - result of the school – common project	DSY, Ombudsman Office, NGO	10.000,00
C. Increased youth activism in the area of protection, promotion and improvement of human rights and freedom			
Activities:	Indicators:	Responsibility:	Budget:
1. Workshops on human rights in youth parliaments/youth councils in secondary schools	- 3 workshops delivered in each of the existing youth parliaments/councils - number of workshop participants - pupils' satisfaction	MES, NGO	2.000,00
2. Educative workshops/seminars on protection of youth rights with students	- three educative workshops/seminars organized across the regions	MES-University of MN, NGO	2.000,00
3. Better cooperation with the Ombudsman Office at the local level	- 20% of Ombudsman Office working hours spent in the field - field reports	Ombudsman Office	Regular activities
D. Reduction of prejudices and acceptance of differences (national, religious, cultural...) at youth			
Activities:	Indicators:	Responsibility:	Budget:
1. Cultural programme in each region north/centre/south aimed at directing different cultural events toward the values of shared values in a multiethnic environment	- one cultural programme organized in each region - number and type of participants - type of cultural event's aims	MCM, Cultural-artistic societies, NGO	3.000,00
2. Inclusion of human rights topics (gender equality, prejudices, conflict prevention) in secondary vocational education for youth	- number of workshops/seminars - local and regional competitions in the area of human rights awareness - round table with various participants organized	MES, Centre for Vocational Education, NGO	4.000,00

E. Increased awareness and knowledge regarding gender equality			
Activities:	Indicators:	Responsibility:	Budžet:
1. Campaign for implementation of legislation on gender equality among youth	- number and type of activities - number of young people involved in campaign	Gender equality office of MN, NGO	3.000,00
F. Ensuring youth human rights in Montenegro			
Activities:	Indicators:	Responsibility:	Budget:
1. Annual analysis on the status of youth placed in institutions for serving sentences and re-education of young people	- report prepared and measure proposed - number of youth covered in the analysis - number of institutions covered in the analysis	Ministry of Justice (MJ), Ministry of Labour and Social Welfare (MLSW)	2.000,00

ACTION PLAN 2007

CULTURE
24.500,00 €

A. Create a a social ambience which will influence the promotion of youth attitudes toward cultural and natural heritage and cultural identities			
Activities:	Indicators:	Responsibility:	Budget:
1. Design youth education programmes in the area of cultural and natural heritage and cultural identities and implement these through workshops, forums, lecturing and concrete common programmes	- one programmes developed for each of the stated areas - one public debate held for each of the stated areas - number of youth participating at public debates	MCM,	2.000,00
2. Initiate greater number of educational-informative shows in the media about cultural and natural heritage dedicated to youth and with their direct participation	- one round table with media representatives - three new educational-informative shows in the media	MCM, Public service	400,00
3. Development of new programmes for strengthening of youth awareness about ecology and the environment	- training or specialized course organized at each region north/centre/south - number and type of youth covered within these activities	MCM, (MEP&UP), NGO	3.300,00
4. Re-train current and create new staff for youth education in the areas of cultural identity, differences and the necessity of their preservation, as a form of non-formal education	- training or specialist course organized in each region north/centre/south - number of trainers - number of youth among trainers - plan of their activities (for transfer of knowledge)	MCM, MEP&UP, NGO	3.300,00
B. Support programmes in institutional and non-institutional spheres which will bring closer and increase youth participation in all segments of cultural and art production, including alternative forms			
Activities:	Indicators:	Responsibility:	Budget:
1. Determine level of satisfaction of youth with cultural offer in institutional and non-institutional systems as well as their cultural needs through questionnaires, interviews and other research methods	- research undertaken - research results and proposed measures - number and type of youth involved in research	MCM, NGO	2.000,00

Activities:	Indicators:	Responsibility:	Budget:
2. Development of media strategy for increased number and types of programmes dedicated to youth and their participation in designing and the consumption of cultural contents and products	- one round table with 25 participants from different sectors organized - strategy developed - number of youth consulted in the strategy development process - 10 % of media contents dedicated to youth and their participation in its development	MCM, NGO	1.000,00
C. Create ambience for the improvement and development of the cultural industry			
Activities:	Indicators:	Responsibility:	Budget:
1. implement initiative for linking Government, local self-government, cultural institutions, non-governmental and the private sector aimed at the creation of an ambience for the improvement of the cultural industry	- one round table with 25 participants representatives of different sectors organized	MCM	500,00
2. Establish youth network which will interactively cooperate in designing and implementing partner projects in the area of the cultural industry	- network established - system for network functioning developed - web page developed (network Internet presentation)	MCM	1.000,00
3. Analysis of number and programmes implemented by youth completed	- analysis completed	MCM	1.000,00
4. Establishment of specialized informative centre which would spread information related to youth culture and which would stimulate printing-publishing activities in the area of science/culture initiated by youth	- consultations made with various participants for the purpose of the establishment of a specialized organization/institution - establishment of organization/institution - quality of organization/institution working plan	MCM	5.000,00
5. Establishment of specialized cultural institution for delivery of cultural-artistic youth programmes with their direct participation, with all the necessary conditions (Alternative centre, Student cultural centre, etc.).	- consultations made with various participants for the purpose of the establishment of a specialized organization/institution - establishment of the organization/institution - quality of organization/institution working plan	MCM	5.000,00

ACTION PLAN 2007

LEISURE
60.500,00 €

A. Improved school activities (within and outside lessons)			
Activities:	Indicators:	Responsibility	Budget:
1. Organize Dialogue Day on the importance and manner of involving all relevant parties in the process of creating flexible programmes (extracurricular and outside-of-the-school programmes) based on non-formal methods and youth needs	<ul style="list-style-type: none"> - 25 participants from different sectors at the Dialogue Day - publishing of recommendations from the Dialogue Day - 5% of recommended activities implemented in the first year 	DSY, NGO, MES	1.000,00
2. Set of training courses for secondary school teachers about methods of non-formal education (in regions north/centre/south)	<ul style="list-style-type: none"> - level of knowledge of the training participants about the methods of non-formal education increased by 5% after the training - high level of usability of acquired knowledge in practice according to 70% of training participants - number of training courses - number of participants 	DSY, NGO, MES	5.000,00
3. Organize consultations about satisfaction with school extracurricular activities with youth (with 500 pupils from secondary schools)	<ul style="list-style-type: none"> - 30% of consulted young persons satisfied with the level of participation in the planning of extracurricular activities - 20 % of youth in each school covered in the consultations - surveyed youth attitudes on what extracurricular activities should look like - consultation results analysis 	DSY, NGO, MES	1.500,00
4. Establish school radio stations, magazines and debating evenings (pupils and teachers together)	<ul style="list-style-type: none"> - number of radio stations - number of magazines - number of debating evenings and topics - consultations made with relevant parties and young people in order to improve school extracurricular activities - 50% of youth satisfied with school extracurricular activities compared to previous state 	MES, DSY, local authorities	5.000,00
5. Promotion and implementation of cultural thematic topics among teachers and pupils	<ul style="list-style-type: none"> - presentations, leaflets - number of pupils registered for elective contents (previous sections) in the area of culture - number of contents, activities - thematic section in the area of culture opened in 30% of schools 	MES, DSY	1.000,00

Activities:	Indicators:	Responsibility	Budget:
6. Opening of Internet clubs within existing computer classrooms	- Internet club opened in 30% of schools and faculties - number of youth using Internet clubs - types of needs for use of Internet clubs	MES, DSY	School regular activities
7. Organization and delivery of sport events (teachers and pupils together)	- number of organized sport activities during school year - 50% of youth satisfied with sport school activities compared to previous state	DSY, MES	School regular activities
B. Support in opening of youth clubs (local communities, youth organizations, NGO...)			
Aktivnosti :	Indicators:	Responsibility	Budget:
1. Promotion and setting up of cooperation between education institutions and NGOs dealing with design of programmes for structured youth leisure (based on NFE methods and youth needs)	- number of delivered promotional activities - number of common programmes for structured youth leisure made by different education institutions creating programmes for youth leisure (based on NFE methods and youth needs)	DSY, NGO, Local community	5.000,00
2. Dialogue Day and manner for involving all relevant parties in the process of creation of flexible programmes (extracurricular and out-of-the-school programmes) based on non-formal methods and youth needs	- 70% of Dialogue Day participants satisfied with its usefulness - number and type of participants - Action Plan as a result of Dialogue Day	MES, NGO	1.000,00
3. Development of catalogues of verified NGO programmes for working with youth in education institutions	- tender open - catalogue developed and distributed to different focus groups	MES, NGO	3.000,00
4. Development of strategy for co-financing cultural activities and other forms of structured leisure, based on youth needs	- relevant documents developed and procedures set	MCM, NGO	500,00
5. Stimulation for the establishment and functioning of youth centres and clubs at the local level and on a non-profit basis	- one newly opened youth centre/youth club in each region north/centre/south in the first year	DSY	18.000,00
C. Support and develop programmes which will deal with the nurturing and development of youth culture			
Activities:	Indicators:	Responsibility	Budget:

Activities:	Indicators:	Responsibility	Budget:
1. Development of relevant legal regulations for determining the status of young volunteers in Montenegro	- appropriate legal regulation which would define the status of volunteers in MN adopted	DSY, MJ	1.000,00
2. Awareness raising campaign for citizens and youth about the role and importance of voluntary services on the territory of Montenegro	- campaign activities organized in the regions north/centre/south	DSY, NGO	5.000,00
3. Delivery of workshops in secondary schools accompanied by the distribution of promotional materials related to the role and importance of voluntarism	- one workshop with 20 young participants organized in each municipality	DSY, NGO, MES	2.000,00
4. Improved partnership of the Government, cultural institutions, local self-government and civil sectors in developing programmes which promote youth culture	- round table with 25 participants from different sectors organized	MCM	500,00
5. Provision of infrastructure for development of youth culture and support to youth expression	- coordinator for relations with youth appointed in each sector - 10% of activities in the area of culture aimed at affirmation of urban culture	DSY	3.000,00
D. Increase availability of professional sport facilities and other sport accessories to youth			
Activities:	Indicators:	Responsibility	Budget:
1. Provision and improvement of infrastructure (playgrounds) in cities and suburban settlements	- quality of sport field 10% (infrastructure and equipping) improved compared to current states	DSY	Strategy of Sports
2. Designing and improvement of sport recreation programmes	- 70% of youth satisfied with the offer and availability of sport recreation	DSY	3.000,00
3. Organizing campaign about the availability of sport and recreational facilities and fields for PWI/PWH	- campaign activities organized in the regions north/centre/south	DSY	5.000,00

ACTION PLAN 2007

INFORMATION AND MOBILITY

139.600,00 €

A. Improved youth information			
Activities:	Indicators:	Responsibility	Budget:
1. Initiation of partnership for the creation of radio and TV shows with youth contents and other shows	<ul style="list-style-type: none"> - consultation meetings held and consultancy team established - Agreement on cooperation for the creation of youth programmes in the public service signed - 12 shows produced; one two-hour show once a month (topics: interesting news in the youth world, opportunities for non-formal education, usual and unusual sports, music and film news, occupations, youth employment, "the best book", "we are taking action for...", "word of psychologist", night life in cities around MN, youth participation at the local level, "we propose a web page", prize contests, promotion of youth bands, demo list and similar) - one-hour show produced once a month with the following topics: NAYP implementation in MN, debate clubs, civic education, a school for computers, photography and others - 50% of consulted experts and youth satisfied with the quality of youth programmes and shows 	DSY, MCM, Public service	5.000,00
2. Development and production of youth programme standards	- consultancy team proposes and adopts standards for youth radio and TV shows and for radio and TV shows with possible youth contents	DSY, MCM, NGO	1.000,00
3. recommendation to local radio stations in MN having public service status about obligation to broadcast youth shows	- publishing of the recommendation	MCM	/
4. Initiation of permanent columns dedicated to youth in the printed media for the purpose of NAYP promotion and monitoring of its implementation	<ul style="list-style-type: none"> - number and types of articles - number and type of topics covered in these articles - place and the size of information in printed media - 20% media introduce columns for NYAP promotion 	MCM, DSY	500,00

Activities:	Indicators:	Responsibility	Budget:
5. Survey of students dedicated to the quality of information, especially with respect to the implementation of the Bologna Declaration, opportunities for further education and about the need for the establishment of a specific Information-counselling centre at the University of MN and students' magazine	- survey results published and measures proposed - number of youth involved	DSY	1.000,00
6. Initiation of Informative-counselling centre and students' magazine established	- round table organized for 25 participants, different sectors representatives	DSY, students organizations	500,00
7. Development of Informative-counselling centre working plan of the University and editorial concept of students' magazine	- counselling service working plan published - the first issue of the students' magazine published	DSY, students organizations	1.000,00
8. Development of a plan for continuous, creative informing of youth, with special accent on youth who have difficult access to information e.g. youth in specialized institutions and institutions for serving sentences, Roma youth)	- plan for continuous youth informing in media and schools the first quarter - number and type of youth participating in plan development - text of the plan presented in media	DSY, MCM	500,00
9. Tender for youth NGOs open for the topic "Creative Youth Informing"	- tender published - selection of three best projects and their implementation	DSY	3.000,00
10. Preparation of an Annual plan for quiz contests on the EU and the process of European integration in secondary schools	- Plan adopted - quiz delivery in three secondary schools (south/centre/north)	DSY, MES	900,00
11. Adoption of Annual Plan for carrying out of creative and educative workshops and seminars about sexual education, drug and alcohol prevention, HIV prevention	- Plan developed and adopted - delivery of workshops and seminars in all municipalities in MN	DSY coordination of activities from health sector	1.800,00

Activities:	Indicators:	Responsibility	Budget:
12. Development of a three-year plan on cultural events dedicated to creative youth information (exhibitions, concerts, music, films and street festival, various events)	- Plan developed and adopted - delivery of workshops and seminars in all municipalities	MCM, DSY	2.500,00
13. Delivery of the Plan Phase 1 for the first year in the first 7 municipalities	- 7 cultural events organized	MCM, DSY	7.000,00
14. Development of campaign for youth awareness raising about the necessity of their participation in cultural life design (with special accent on alternative contents) as a basis for their creative development	- campaign activities organized in the regions north/centre/south - number and type of activities - number of youth participating in the campaigns	DSY, MCM, NGO	3.000,00
15. Adoption of Recommendation for local self-governments about the necessity of youth participation in designing cultural contents for youth	- Recommendation adopted	DSY, MCM	DSY regular activity
16. Campaign for the promotion of the Recommendations	- brochure, poster, radio and TV jingle containing campaign message or statements of famous Montenegrin mayors developed - street performance accompanied by music concert in Podgorica, Kotor and Ulcinj created	DSY, MCM, NGO	6.000,00
17. Establishment of youth Information centres in the regions (north/centre/south)	- Tender published and 3 youth NGOs who would act as youth Information centre hosts selected - 1 youth Information centre established	DSY	3.000,00
18. Initiation of national magazine for youth which would also be published in minority languages with dominant topics related to NYAP and adjusted to persons with sight impairments	- the first issue of the magazine published	MCM, MES, DSY	5.000,00
19. Preparation of a study on current availability of sport and cultural facilities to youth PWI/PWH	- study about availability of premises to youth PWI/PWH completed - proposed measures	DSY in coordination with similar activities in the sector of culture	1.000,00

Activities:	Indicators:	Responsibility	Budget:
20. Initiation of cooperation and development of a plan which will enable access to priority facilities by youth PWI/PWH	- Agreement on Cooperation on adjustment of facilities signed - Agreement promoted in media - Plan for facilities adjustment developed - number of youth PWI/PWH participating in development of Plan and prioritization	DSY	500,00
21. Implementation of the Plan	- 30% of priority facilities adjusted - attitudes of youth PWI/PWH about implemented activities	DSY	20.000,00
22. Promotion of cultural and sports facilities which became accessible to youth with handicaps	- Press conference, 5 presentations on radio and TV		500,00
23. Initiation of sign language introduction during broadcast of informative and shows with youth contents	- Agreement on Introduction of sign Language in youth shows signed - concept for broadcasting youth shows with synchronized, sign language developed - first show with synchronized, sign language broadcast	MCM, DSY, NGO	1.000,00
24. Campaign for publication of printed media in electronic form for the needs of youth with visual impairments	- wide participation of youth with visual impairments in the campaign - Agreement signed - 10% of existing printed media create electronic versions for the need of youth with visual impairments	MCM, NGO, DSY	3.000,00
25. Agreement of free delivery of electronic version of print media to accounts of youth with visual impairments signed	- Agreement signed - wide youth informing about the Agreement, especially of those registered with the associations of youth with visual impairments - certain financial benefits provided for the print media	MCM, DSY,	500,00
26. Analysis of current situation, status and needs of youth placed in specialized institutions and institutions for serving sentences; development of a strategy for improvement in the area of general youth information	- definition of research methodology - results of the analysis published - presentation of results to the wider public - adoption of detailed strategy for informing this population	MJ, MLSW, DSY	1.000,00

Activities:	Indicators:	Responsibility	Budget:
27. Design and implementation of Annual Plan for the implementation of creative and educative workshops and seminars about sexual education, prevention of drug and alcohol abuse, prevention of HIV in these institutions	- Plan presented in the media - delivery of six workshops as proposed in the plan for the first year	In coordination of activities from the health sector	400,00
28. Initiation of regular provision of these institutions with free copies of youth and student magazines in MN as well as those published in electronic form	- agreement made with editors of relevant magazines - number of distributed youth and student magazines as well as those published in electronic forms - number of youth covered by this activity	DSY, MCM, MES	DSY regular activities
B. Improved mobility programmes			
Activities:	Indicators:	Responsibility	Budget:
1. Development of Plan for equal access to cultural events to youth in MN regions	- Plan published	DSY, MCM	1.000,00
2. Promotion of the Plan in media and through organized cultural events selected for this purpose in rural areas of MN	- five cultural events held at different locations	MCM, DSY	2.000,00
3. Adoption of recommendation for the European Union to align its visa regime in order to enable access to EU mobility programmes	- recommendation published	MFA, MFEREI, DSY	
4. Prepare study on current availability of public transportation (train, bus) and tourist facilities (premises, beaches) to youth with handicaps along with proposed standards to be met	- study prepared - standards defined	MMT, DSY, NGO	1.000,00
5. Signing of a Memorandum of Cooperation between interested parties about the adjustment of public transportation and tourist facilities in order to enable better access to youth PWI/PWH	- round table with interested parties organized - Memorandum signed and presented in the media	MMT, DSY, NGO	500,00

Activities:	Indicators:	Responsibility	Budget:
6. Provision of equipment (hydraulic platform) at the bus stations most frequently used by youth PWI/PWH	- two hydraulic platforms provided for bus stations (Podgorica and Herceg Novi) and one platform provided for the train station in Podgorica		20.000,00
7. Promotion of availability of public transportation means for youth PWI/PWH in Podgorica and I Herceg Novi	- press conference, 5 shows on the radio and TV, presentation at a tourism fair, part of the presentation of MN tourist offer	MT, MMT, DSY, NGO	500,00
8. Plan for technical adaptation of priority tourist premises to be made available prepared	- priority plan developed and promoted in the media and in the presentations of tourist offers - tender for execution of works for upgrading tourism facilities published - necessary civil works executed	MT, MEP&UP, MLSW	10.000,00
9. Research (survey) of pupils' attitudes, final grade pupils in secondary schools about the quality of excursion and trip programmes, especially with relation to the educational side aimed at the promotion of these programmes	- survey results published - recommendations for organizing excursions and trips with accent on obligatory educational content developed and adopted	DSY	500,00
10. Undertake survey of secondary school graduates with respect to number and quality of the existing specialized training programmes as well as about the needs for different programmes of a similar purpose which they can not attend due to the compulsory financial contribution required	- survey results published - media monitoring about informing on specialization training programmes Increased budget allocations for professional mobility of secondary school graduates and students National fund established for the financing of the programmes for secondary school graduates and students specialized training programmes established	DSY, MES - Sector for Science	2.000,00
11. Analysis of current state of youth hostels and camps in MN and the development of a Plan for their more effective utilization	survey results published plan for utilization of youth hostels and camps developed	DSY	1.000,00

Activities:	Indicators:	Responsibility	Budget:
12. Improvement of youth tourism through adaptation of one youth hostel and one camp	- technical documentation for the adaptation of a youth hostel and one camp with the construction of other necessary facilities in line with the standards laid down - 30% of adaptations completed	DSY	10.000,00
13. Printing of informative booklet about current capacities of youth tourism	- informative booklet printed - presentation of informative booklet (Press conference, five shows on radio and TV stations in MN, public events)	DSY, MT	2.500,00
14. One-month campaigns for promotion of youth tourism and the broadcast of a radio and TV jingle and promotion in three cities in MN	- radio and TV jingle produced - promotion of tourist offer for youth in one city in each region	MT, DSY	6.000,00
15. Development of an annual plan for the financing of youth participation in programmes of international cultural cooperation and in mobility programmes	- round table with 20 representatives of interested parties - tender published for the financing of programmes of international cultural cooperation and youth mobility programmes	DSY	500,00
16. Introduction of cost reductions for public transportation (bus and train, plane) for pupils, students and those unemployed younger than 30 years of age	- round table with 20 representatives of interested parties - press conference, 5 shows on radio and TV broadcasts, brochure printed (500 copies for each municipality) about youth cost reductions in public transportation plan on cost reductions developed - transportation type for which a cost reduction is introduced	DSY, MMT	2.000,00
Advocating for the introduction of cost reductions for youth travelling outside Montenegro	- meetings, participation in TV shows - 5 tourist organizations introduce youth travelling outside of Montenegro in their offers - Agreement signed with two tourist organizations	DSY, MT, NGO	1.000,00
18. Development of priority plan for intensifying exchanges and strengthening of youth mobility	- plan for intensified study visits, excursions, international exchanges developed - based on identified needs DSY proposes priorities for international exchanges (within existing programmes)	DSY, MES – University of MN	1.000,00

Activities:	Indicators:	Responsibility	Budget:
19. Development and distribution of informative booklet for pupil and student exchanges	- round table with interested parties - informative booklet published and distributed	DSY University of MN	3.000,00
20. Implementation of youth exchange project outside of the formal system, acting within non-formal education sectors	- setting up project selection criteria - tender open - number and type of project partners	DSY	5.000,00
21. Projects selection and media promotion prior to, and after, implementation	- press conference, 5 shows on radio and TV stations prior to, and after, completed exchanges	DSY, NGO	500,00

ACTION PLAN 2007

FAMILY
53.500,00 €

A. Family planning/wanted children			
Activities:	Indicators:	Responsibility:	Budget:
1. Designing and delivery of curricula, workshops and campaigns about family planning and development of human relations between genders	- one campaign implemented - 30 workshops delivered in urban and rural areas around MN - survey of youth attitudes toward importance of family planning	MLSW, MES	4.500,00
2. Opening youth counselling centres – pre-marital and marital counselling – in institutions	- one counselling centre open in each region - north/centre/south - designed and adopted counselling services programme - 20% of programmes for providing services to youth implemented	MLSW, MH	3.000,00 1.000,00
3. Increased awareness among youth of the importance of family planning through the media	- number of public debates - channels informing (TV, radio and similar) - type and number of informative materials (e.g. video clip)	MLSW, MH, MES, DSY	6.000,00
4. Organize workshops about the importance of family planning in schools and at faculties	- workshops delivered in half of the total number of secondary schools - one lecture held in each University institutions	MLSW, MES, University of MN, MH	3.000,00
B. Improve financial support for young married couples			
Activities:	Indicators:	Responsibility:	Budget:
1. Analysis of current situation of young families, their needs and motivation for setting up a family	- survey undertaken - analysis done	MLSW, DSY	2.000,00
2. Development of strategic document for meeting the needs of young families	- strategy developed and adopted with participation of representatives of young families	MLSW, DSY, NGO	3.000,00
3. Subsidies for young married couples establishing their own unions outside of the primary family	- plan for various forms of subsidies for young married couples in rural areas and for 30% of the most vulnerable young married couples in urban areas developed -10% of the plan implemented	DSY, MLSW, MES	500,00
4. Scholarships for students – married couples	- development of scholarship plan (criteria, amount and types) for young married couples – students	DSY, MES	500,00
5. Protection of rights for young mothers' and fathers' employed in private sector	- legal regulation developed	MLWS, MJ, EO	500,00
C. Improved /empowered /responsible parentage			

Activities:	Indicators:	Responsibility:	Budget:
Activities:	Indicators:	Odgovornost:	Budget:
1. Increased awareness, informing and training of young parents giving them the knowledge and skills for responsible parentage	- 30 workshops organized with young parents in pre-school institutions about parental skills (infant nursery, younger than 3 years of age)	MLSW, MH, MES	1.500,00
2. Design and implementation of programmes for young parents' voluntary work in pre-school institutions	- program for parents' voluntary work designed - 10% of programme implemented	DSY, NGO	1.500,00
3. Promotion of healthy life styles and children's rights	- campaign activities organized in regions – north/centre/south - number of young parents participating in these activities	USO, NVO	5.000,00
4. Promotion of children pre-school coverage (infant nurseries and kindergartens) for the purpose of support to young couples' parentage	- introduction of scaled payment - promotion of kindergartens' work	MLSW, MES, DSY	1.000,00
5. Initiative for prolonged work of kindergartens for the children of young couples working in shift work	- round table - public debate - one kindergarten in each region has prolonged working hours - young parents' satisfaction with new conditions	DSY, MES, MLSW	500,00
6. Establishment of centres for support of house work and taking care of children	- development of strategy and plan for the Centre's work - establishment of at least one Centre (advertisement for the people who will take care of the children – care assistants – training and the like)	DSY, MLSW	5.000,00
7. Survey of the needs of young married couples with invalidity/handicap	- survey and proposed measures	DSY, NGO	2.000,00
8. Capacity development at the existing Centres for early identification and monitoring of young families in crisis	- data base development - reports - number of users/clients - training (one in each region) for early identification and monitoring of families in crisis	DSY, MLSW	3.000,00

Activities:	Indicators:	Responsibility:	Budget:
9. Establishment of Centre with counselling for the following groups: family (SOS lines); for the secondary school and student population; for parents of children and youth PWI/PWH; for youth and families who survived traumatic experiences and violence	- 1 Centre established - Centre working plan developed - 70% of counselling services clients satisfied with services provided	MLSW, MH, MES in coordination with the NYAP - health	10.000,00

NATIONAL YOUTH ACTION PLAN IMPLEMENTATION

1. Introductory remarks

Long-term and stable implementation, along with all the accompanying segments of this process – monitoring, evaluation, provision of funds, prioritization of needs – requires a unified response, that is, a response that effects the entire structure which will be dealing with this implementation.

Decisions should be made after: a detailed assessment of the social, economic, political and other relevant indicators, an analysis of domestic and EU experience as well as the experiences in the surrounding countries and especially after determining the competences necessary for successful implementation:

- solid understanding of the situation and position of youth in Montenegro,
- experience in managing long-term programmes (projects, strategies, action plans, etc.),
- participative model of implementation (compulsory dialogue, consultations, cooperation, and the participation of all interested parties in the decision making process),
- provision of funds from different sources (domestic and foreign),
- liking current strategies (programmes, initiatives, etc.) with relevant youth policy actors in the region and in Europe,
- supporting and promoting the development and implementation of youth policy at the local level

In order for this complex process to be carried out, monitored and improved during its implementation, to be evaluated and in order to propose its further development it is necessary to have a recognized structure which will be able to meet the challenges of result analyses of such a complex implementation network.

1.1. Experiences in the surrounding area and EU countries

Studying the rich experience of European Union countries and countries in the surrounding area which have already developed youth policy, on their path to transition, was the initial step in proposing the structure for NYAP implementation. **All the existing implementation models** of youth policies were analyzed and the various actors were identified:

- Ministries (for example for Youth and Sport),
- Sectors, departments within one Ministry,
- Non-governmental organizations,
- So called rotation implementation where every three or more years responsibility for implementation is given to the next relevant ministry,
- Agencies for youth or for youth and sport,
- Office for youth, etc.

Despite the fact that there are various coordination models, the evaluation in all the implementation networks is quite similar, it is very indented and it involves – public administration, management bodies, public institutions and especially non-governmental organizations working with youth.

Beside this, the carrying out of a significant number of activities is delegated to the local level through plans resulting from the national youth policy. All structures are financed from mixed sources (Government budget, EU funds, donations, etc.).

1.2 Chronology and current state

The entire transition period in Montenegro has been characterized by the transfer and dislocation of care for youth from the public administration to the non-governmental sector. A large part of important youth issues is implemented through various national plans and strategies, different coordination or implementation institutions. Another part is carried out by the non-governmental sector with the almost full support of international donations. Since a national youth action plan did not exist there was no structure which could treat youth issues in an organized way.

At the beginning of the transition period, a socialist period structure was inherited and it has been partially transformed. The Union of socialist youth of Montenegro was transformed and youth political activism was split into one part dealing with youth status and another mainly their social activism. The previously single party communist structures were transformed into a

multi-political party system while the second part grew into the Youth Council which gathered together all traditional youth organization – Scout Association, Ferial association, Music Youth, etc. This council was made up of representatives of the Parliament – who designed the management structure and this structure appointed the President who led the work. Since the Youth Council was, along with its municipal office, financed from the budget it was expected that it would be a branch of the leading political structures. When the non-governmental sector came onto the scene and got stronger it became evident that this form of Government protectionism should be overcome and that youth should have a more active role in the society. This was the reason the Government stopped financing the Youth Council.

There has not been a single document actively treating youth as a special group developed between this period and the development of the National Youth Action Plan. Even the fact that there are some visible forms of Government care for youth it is difficult to talk about a coordinated and systemic approach in resolving the problems of youth needs prior to the development of NYAP since this approach was fragmented and single-sector.

2. Structure proposed for NYAP implementation

Based on previous experiences and experiences from other countries and especially information gathered in a detailed and comprehensive consultation process in Montenegro, a possible model for future NYAP in Montenegro was defined. This model is based on a rational approach, democratic standards, respecting institutional structures and the independence of the civil sector and a modern management model.

2.1 Legal framework

Articles 28 and 30 of the Law on Public Administration stipulates that public administration bodies are established for the purpose of the execution of laws and other regulations. Management and various professional tasks in other areas when the scope and the nature of the work requires independence are mainly conducting through managerial and other related directorates. Public administration bodies also directly execute laws and other regulations and they decide upon the rights and responsibilities of natural, legal and other entities.

Beside an alignment with the Law on Public Administration this document is also aligned with the provision of the Law on Civil Servants and Officers (Section III Working Posts of Civil Servants and Officers) and with the provisions of the Regulation on the Internal Organization and Systematization of the Directorate for Sport and youth.

2.2 Model of NYAP implementation in Montenegro

The model of NYAP implementation in Montenegro would function at two levels – the Management body and the Youth Council. The NYAP management body would be established as a **Youth Department in the Directorate for Sport and Youth**. In this way the Directorate for Sport and Youth would be transformed into two Departments which would have, as its composite parts, the Unit for General Affairs and Finance. The Youth Department would be managed by the Deputy Director of the Directorate who would be in charge of the delivery of programmes based on NYAP and created by the Youth Council, as independent bodies established by the Government of Montenegro and nominated by the Ministry competent for the development of NYAP, based on proposal and composed of representatives of the Ministries, public institutions and non-governmental sector. The Youth Council would, as an independent council, use the resources of the Directorate for Sport and Youth.

2.3 Youth Council

The Youth Council is an independent management body established for monitoring, directing, developing and evaluating the implementation of the National Youth Action Plan. The establishment and active work of this body enables decision making about important issues at an expert level, based on competence and knowledge and independently from current political and other circumstances, for the benefit of youth in Montenegro.

The Council is competent to monitor the work of the Youth Department of Directorate which is in charge of the implementation of designed policy. Besides this, the Council makes recommendations as a basis for staff selection and it assesses the work of the Heads of Departments. The Council decides on professional issues of NYAP development and elaboration and one of its tasks is professional support in the preparation of programmes and annual working plans which this Council analyzes and adopts at the end of the process.

A more precise definition of competences when it comes to adoption, definition and proposal of decisions and other competences in this framework will be defined by the Council in the Rules of Procedures. Along with these Rules of Procedures it will also cover a list of issues important for its operations, fund raising, selection of new members throughout mandate, etc. The Council will adopt the Rules of Procedures after its constitution.

The Government of Montenegro will delegate the task of the first selection of Council members to the Ministry of Education and Science. The National Coordinator who managed the process of NYAP development for the Ministry of Education and

Science will establish a Commission for the organization of open invitations and the collection of applications. All 11 Council members will be competent representatives from areas covered with NYAP (teachers, representatives of the Ministries and public institutions important for NYAP implementation, representatives of the NGO sector having at least 5 years of experience working on programs with youth).

The independence of Council work will be provided by the nomination of members for a six year period and by the fact that at least 3 members will be NGO representatives, that is in other words that the NGO sector will form together with independent experts and representatives who are not from the public administration more than half of the Council. The composition of the Council will attempt to maintain NYAP values – gender equality, representation of national diversity and similar, while in situations where there would be little difference in candidates, preference would be given to those who had a more active approach in NYAP development.

The President of the Council will be selected from the Council members. The Council will be managed and make decisions at its sessions. Council decisions will be made by a simple majority of the votes of all Council members.

The Council will be allowed to establish permanent or temporary commissions for the purpose of its more efficient delivery of tasks within its competence. The number and membership of these commissions will be decided upon at the Council sessions.

The funds necessary for the work of the Council will be provided from the Budget of the Republic of Montenegro. Remunerations for Council members will be paid as fees and per diems and these will be defined in the Rules of Procedures.

The Professional and administrative and technical tasks for the Council will be undertaken by the Directorate for Sport and Youth.

2.4 Youth Department in Directorate for Sport and Youth

In line with the Regulation on the Internal Organization and Systematization, at the moment the Directorate for Sport and Youth is organized in two organizational units – the Department for Sport and Youth and the Unit for General Affairs and Finance. This document proposes that the Department for Sport and Youth should be formed out of two departments out of which **the Youth Department** would be managed by a Deputy Director. This Department would take over, from the current

Youth Department, **the Senior Adviser II for Youth Policy Development**, who would with one more adviser (possibly 2 of them) create the Youth Department. Respectively the vacancy for Officer V for Youth Issues would cease to exist.

The Youth Department in Directorate for Sport and Youth is responsible for the implementation of policy created by the Youth Council and it is responsible for proposing and implementing the annual action plans, resulting from NYAP.

Experiences prove that one of the important factors for the success of NYAP is the development of youth policies at the local level and therefore development of local strategies and support in this process will be one of the most important segments of the work of the Youth Department.

This Department will not be an implementer of NYAP, instead it will provide conditions for its smooth implementation. In order to achieve this it is necessary for the Department to promote good cooperation between implementers, Government interest and additional resources, gathered through the gaining of funds from international institutions and donors. These funds will be provided for project activities which will be implemented by public administration executive bodies, public institutions and local NGOs. Therefore one of the most important tasks of the Department will be cooperation with international institutions, donors and Directorates dealing with and implementing similar programmes in surrounding countries.

The Youth Department is in charge of the preparation of annual reports to be reviewed and decided upon by the Council. These reports will be used as a tool for Government tracking of implementation, delivery and success of NYAP implementation.

Taking into consideration the tasks and responsibilities of the Youth Department its main duties and competences of its managers would be the following:

1. **National Coordinator for NYAP implementation** (Deputy Director for Youth)

Coordinates and manages the Department; conducts planning and organizes work as described in Department competences; works on the establishment of cooperation with international organizations and institutions dealing with youth policy, organizes international cooperation and provides the smooth implementation of National Youth Policy; coordinates work on the collection of funds for NYAP implementation and reports correctly to local and international partners and donors; he/she is responsible for the implementation of Youth Council decisions and its timely reporting; he/she is responsible for the timely and correct execution of Department tasks and makes sure that tasks are delegated to appropriate executors. Also conduct other tasks in line with the law.

1.a. **Coordinator for EU relations and intersectoral cooperation** (Senior Adviser II for International Relation and Inner Cooperation)

Conducts tasks related to the establishment of cooperation at the international level with institutions and funds dedicated and supporting youth; works on the development of drafts and programmes, project proposals directed toward provision of funds for NYAP implementation; works on inner-sector and cross-sector cooperation aimed at successful NYAP implementation. Also conducts tasks as given by the Department Head.

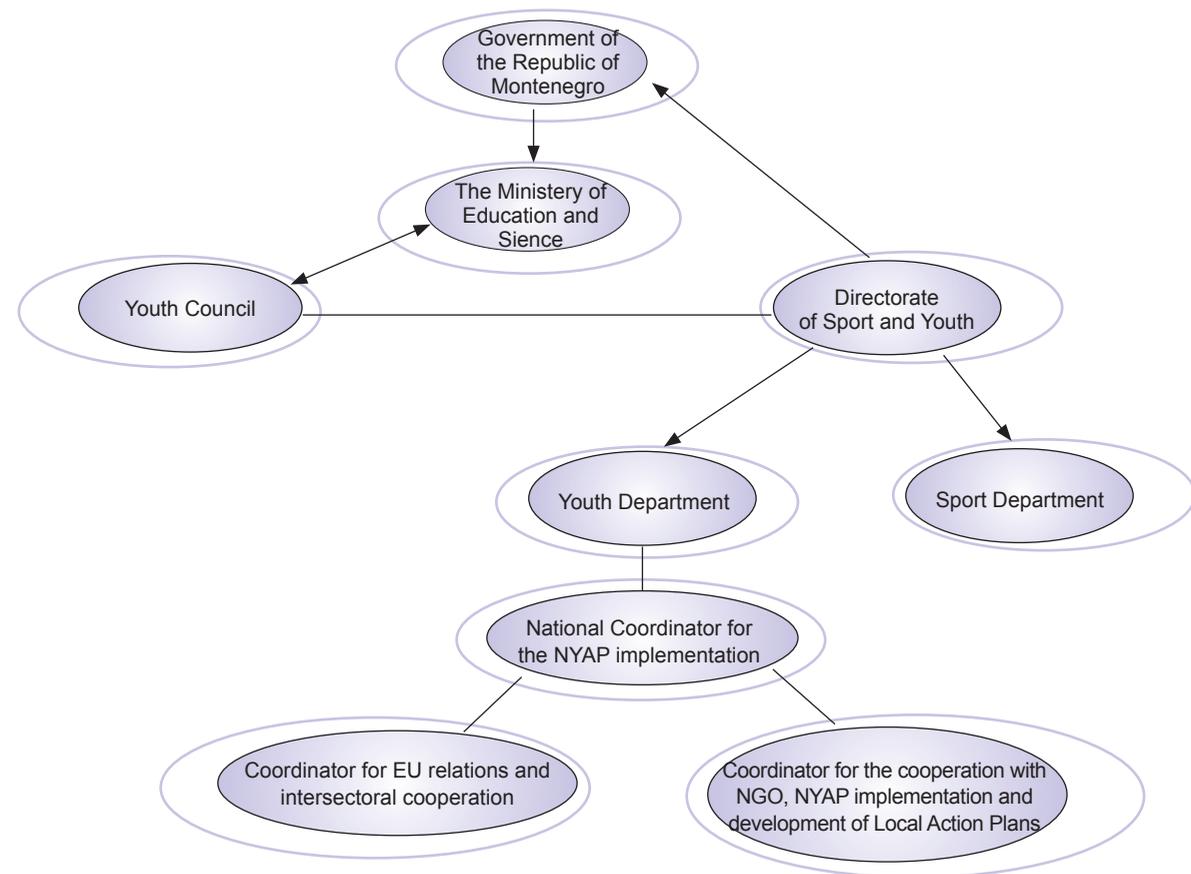
1 b. **Coordinator for the Cooperation with NGOs, NYAP Implementation and Development of Local Youth Action Plans** (Adviser III for NYAP Development)

Conducts tasks related to the successful implementation of NYAP at the republic and local level; conducts tasks related to cooperation with institutions, local governments and NGOs for the purpose of successful NYAP implementation and the development of local youth action plans; collates reports about delivered NYAP activities from implementers and evaluates the entire process; tracks information and other public relations activities. Also conducts other tasks as delegated by the Department Head.

When selecting people to work in the Youth Department it is necessary to consider various capacities and competences necessary for efficient work:

- experience in project management,
- experience in working with youth,
- awareness of relevant documents dealing with youth in Montenegro, region and EU,
- familiarization with public administration,
- familiarization and working experience in civic society,
- command of English,
- computer skills.

THE STRUCTURE FOR NATIONAL YOUTH ACTION PLAN IMPLEMENTATION



3. Rationale for the proposed NYAP implementation structure

In order for the proposed model to be aligned with legal regulations, an analysis of the compatibility of proposed NYAP aims with the set of law regulating public administration functioning and work was undertaken when processing the gathered experiences against the aims as set in NYAP. Taking this into consideration, as well as taking into consideration the necessity for rational and efficient public administration, any proposal to establish a separate Ministry for Youth was irrational.

Rotating implementation of NYAP where every couple of years responsibility for implementation would be transferred to the next relevant Ministry, based on NYAP priorities, is a model characteristic of systems with high democracy, and with a Public administration at a higher level of development and with more significant human resources. This model is not recommended for countries with no tradition of NYAP implementation.

A Model in which a NGO working with youth and with well developed infrastructure would take over implementation is a model which has its advantages, especially thanks to the awareness of issues. Still here serious dilemmas are raised – would this process be taken seriously by implementers and government structures?

Youth agencies are quite widespread in Europe. Still, our legal regulations recognizes these as bodies executing professional and related administrative tasks, applying market principles, offering services and at the same time providing improvement and development. Therefore our belief is that this body would significantly differ from NYAP aims, it would not be financially sustainable and beside a professional cadre for managing the entire plan, the efficient functioning of the agency would require a cadre for financial and general affairs.

The dilemma about the most adequate structure is removed when comparing the establishment of the Office for Youth and Youth Department at the Directorate for Sport and Youth which is proposed at the end. The **following reasons** prevailed:

- rationality and absorption of scope of work belong to Departments in Directorate,
- an office is, in line with law, a lower implementation body that Directorate which implements policy,
- Directorate, in line with the law, manages the process and coordinates implementation from involved actors, which is more appropriate for future purpose,
- Beside additional equipment there is no need for infrastructure (offices, phone lines, etc.).

The Youth Council is proposed as the Management body of the process and it is in line with the spirit of entire process of NYAP preparation, it provides the participation of the majority of interested parties in its implementation, it provides a greater level of independence and it reduces risk of delays caused by political changes and changes in the Government, that is in the Ministries competent for public administration.

4. Action Plan

Activity	Timeline	Responsibility
<i>Appointment of Commission for selection of Youth Council members</i>	25th September 2006	Ministry of Education and Science and Steering Committee for NYAP development
<i>Invitation for nomination of Council members</i>	1st October 2006	Ministry of Education and Science and commission
<i>Appointment of Council members</i>	30th October 2006	Ministry of Education and Science and commission
<i>Commencement of Youth Council work</i>	5th November 2006	Youth Council
<i>Preparation of Rules of Procedures for the Council work</i>	20th November 2006	Youth Council
<i>Open advert for Deputy Director in Directorate for Sport and Youth</i>	25th November 2006	<i>Youth Council, Directorate for Sport and Youth and Human Resources Management Authority, based on Government decision</i>
<i>Appointment of Deputy Director in Directorate</i>	25th January 2007	<i>Based on selection list of Human Resources Management Authority, Director of Directorate based on Youth Council proposal</i>
<i>Decision on Deputy Director appointment</i>	01st February 2007	Government of the Republic of Montenegro
<i>Filling vacancies and reorganization of working posts in Sport Department, based on Regulation on Organization and Systematization of Directorate</i>	20th February 2007	<i>Directorate for Sport and Youth, Human Resources Management Authority</i>
<i>Commencement of work of Youth Department in Directorate for Sport and Youth</i>	01st March 2007	Directorate for Sport and Youth

5. Budget

Item	Planned budget
1. Establishment of Commission for selection of Youth Council members	/
2. Invitation for proposing Youth Council members	500,00
3. Appointment of Youth Council members	/
4. Commencement of Youth Council work	
4.1 Remuneration for Youth Council members for a period of fifteen months – 11 members	16.500,00
4.2. Running costs necessary for Youth Council functioning for a period of 15 months (15 meetings)	2.250,00
5. Development of Rules of Procedures for Youth Council functioning	300,00
6. Open advert for deputy director of Directorate for Sport and Youth	500,00
7. Appointment of deputy director of Directorate for Sport and Youth	150,00
8. Decision for deputy director appointment	/
9. Filling and reorganization of working posts in Sport Department based on Regulation on Organization and Systematization of Directorate for Sport and Youth	/
Subtotal 1 – 9	20.200,00
10. Commencement of work in Youth Department at Directorate for Sport and Youth	
10.1 Gross salary for management structure (deputy director) in Youth Department for one year period	6.757,8
10.2 Gross salary for officers (adviser II) in Youth Department for one year period	Proposed in current systematization of Directorate for Sport and Youth
10.3 Gross salary for officer (one new adviser III) in Youth Department for one year period	4.153,56
10.4. Running costs necessary for work of Youth Department for a one year period	8.000,00
Subtotal 10	18.911,36
Total	39.111,36

NATIONAL YOUTH ACTION PLAN MONITORING AND EVALUATION

National Youth Action Plan monitoring and evaluation has three main aims:

- Assessment of successful achievement of NYAP aims,
- Monitoring of efficient implementation of activities as defined in NYAP,
- Enabling youth participation, civic society and especially vulnerable groups in implementation, monitoring and evaluation of NYAP success.

In order to achieve the above mentioned aims it is necessary to develop strong capacities at the central level, which will enable successful NYAP implementation, its monitoring and assessment.

When it comes to Youth Council members' selection various capacities necessary for efficient work should be taken into consideration:

- awareness of relevant documentation related to youth issues in Montenegro, region and EU (declaration, legislation, NYAP in Montenegro and youth policy in the region and wider)⁷⁹
- experience in working with youth and in the areas important for youth (as defined in the NYAP),
- sense of ownership toward NYAP,
- experience in monitoring and evaluation of Government strategies and laws and in use of collected data (reporting),
- relevant knowledge and experience in monitoring and evaluation, tracking of indicators, survey methods and data storage and analysis,
- familiarization with public administration, and
- familiarization and working experience in civic society, especially vulnerable groups.

⁷⁹ Process of NYAP Implementation should be closely linked with complementary documents, such as Poverty Reduction Strategy Paper and National Action Plan for Children, and respectively it is important to assess possibilities for development of common monitoring and evaluation mechanisms (for example use of Dev-Info database)

It is also important to take care that the participation of youth, woman and especially vulnerable groups (PWI/PWH, Roma, refugees, national minorities) is ensured.

It is desirable that in the process of monitoring and assessment, all relevant ministries should form sector working groups who will be in charge of the monitoring and assessment of the respective parts and who will be reporting to the Youth Council.

In developing local youth action plans municipal working groups should be formed following the same principle.

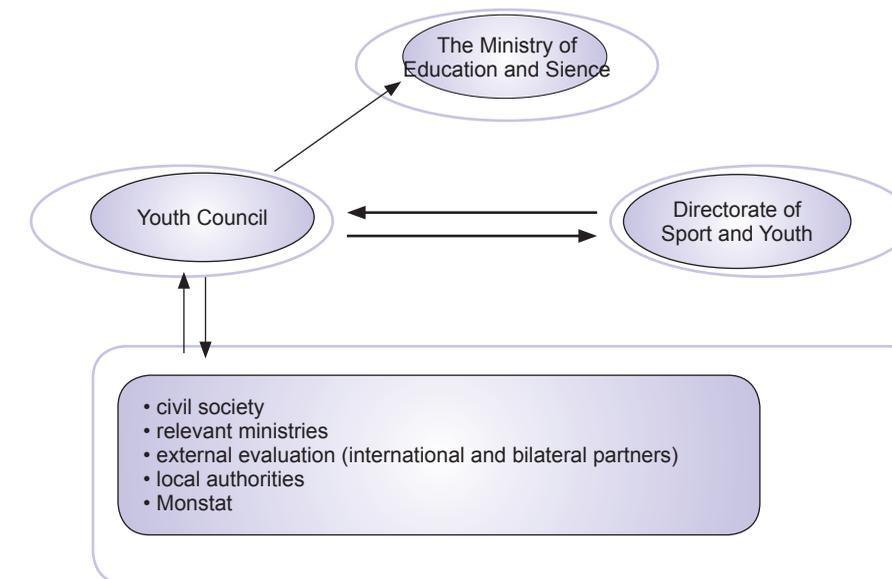
Internal evaluation process should always be linked with external evaluation by the competent EU bodies dealing with tracking indicators and evaluation processes at EU levels.

Civic society and various mechanisms contributing to the quality of implementation through setting and maintaining databases, occasional participative, quantitative and qualitative surveys, preparation of alternative reports on progress and/or participation in creating part of the report on progress to be submitted to the Youth Council are inevitable component of the M&E process.

The main actors in data collection will be: line Ministries, NGOs, Monstat.

NYAP text also defines a set of indicators which will enable monitoring and evaluation of its implementation. The set of indicators is quite wide as a result of the intention to cover various aspects of youth living in Montenegro and to cover both the process and outcome indicators.

PARTICIPANTS IN THE NYAP MONITORING AND EVALUATION PROCESS



The funds necessary for monitoring and evaluation activities during the first year of NYAP implementation are stated in the total budget for NYAP Action plan for 2007 and these amount 12.000,00 €.

ANNEX 1

Process of National Youth Action Plan Development in Montenegro

The National Youth Action Plan is:

- Coordinated and agreed response to youth needs and the exercising of their rights.

Main NYAP aims are:

- Identification and understanding of youth needs in our society,
- Strategic approach in problem solving,
- Support to active and continuous youth participation in social problem solving.

Process was initiated and managed by the Government of the Republic of Montenegro

Fully appreciating that youth is the most important social resource, the Government of the Republic of Montenegro signed at the beginning of July 2004 a Memorandum of Understanding with the Swedish non-governmental organization PRONI (current Forum Syd Balkans) and an American organization for aid and development, the Catholic relief Services (CRS), as result of a Ministry of Education and Science initiative to develop the National Youth Action Plan in Montenegro (NYAP).

Participation in the process

From the very beginning this process attempted to gather representatives from all interested groups in youth sector (Government institutions/organizations, non-governmental organizations, interested individuals and groups, etc.), and also to ensure youth participation in all segments of this process, especially vulnerable groups. The representation of various interested groups was very important for the quality of NYAP, especially in the development of a sense of ownership of the current and future process by all stakeholders involved. For this very intention to provide as wide a participation and transparency of the process as possible, the entire process lasted for more than two years and the finalization of this document is coming to an end.

Participants:

The process of development is managed by the following bodies.

- National Coordinator,
- Steering Committee,
- Stakeholder Group,
- Finance and Fundraising Group,
- Youth Policy Adviser - Forum Syd,
- Youth Center – Proactive.

Activities:

- Members of the Steering Committee to manage the process of NYAP development were selected in dialogue with a significant number of non-governmental organizations (September 2004).
- The Steering Committee selected 25 representatives from interested parties in the youth sector to be a Stakeholder Group members which was called “The Parliament of the Process...”. The Group was composed of various groups and sectors representatives, having different knowledge and experience, based on which a complete picture of the youth sector in Montenegro was created (September 2004).
- Initial NYAP aims were defined at the Stakeholder Group meeting (Objectives development seminar, in Nikšić, October 2004).
- After this seminar the first round of consultations took place and this was one of the most important parts of the entire process. Consultations were held all over Montenegro with different interested parties and individuals who contributed to setting up NYAP priority aims. The consultations were finished by the end of March and approximately 1400 young people and adults working with youth participated in this process (December 2004 – March 2005).
- Results from the consultation processes were gathered and analyzed (March – April 2005).

- The National Coordinator and Steering Committee appointed the Group for the Financing and Provision of funds (March 2005). The Group started to work just after the working group reports were finalized and this made their work more difficult along with the fact that there was no representative from the Ministry of Finance.
- A second seminar for the Stakeholder Group members was held at the end of April. Their task was to assess feedback from the consultations and to integrate the results into the list of prioritized and to report to the Steering Committee about their final choice of prioritized objectives. This list of NYAP prioritized objectives served as a basis for the working groups work (April 2005).
- The Group formed from members of the Stakeholder Group completed the work on the “new” section “Youth and Culture”, identified in the consultation process (May 2005).
- The formation of working groups commenced with an open invitation, which provided transparency for the process and its openness for participation. Based on previously set up criteria the Steering Committee selected the working groups’ members. 9 working groups were appointed (one for each identified area): education, employment, youth and family, information and mobility, youth social participation, human rights, culture and leisure). Each working group defined concrete activities and the budget related to these activities. The Working groups were composed of representatives of government institutions and the civil sector (June – September 2005).
- The Steering Committee submitted a report on the progress of the development of the National Youth Action Plan to the Government of Montenegro. This report contained activities, obstacles, recommendation (August 2005).
- Two orientation meetings were held for 30 members of 9 working groups on 16th and 20th September 2005. These meetings were used for detailed informing on progress so far, on future steps and familiarization with the working groups’ tasks and forms of their functioning in the next period.
- Two seminars were held for the purpose of capacity development for the working group members:
 - o A Training course “The monitoring and evaluation and indicators in the NYAP process” was held on 13th and 14th October 2005, with UNICEF support.
 - o A Seminar/presentation of the important strategic documents in Montenegro was held on 12th December 2005.

- On 1st March 2006 the working groups completed work which started in September 2005. The results of their work, in the form of the report, were submitted to the Steering Committee for review.
- Language and structuring of document (March - June 2006).
- A second round of consultations started and it was directed towards commenting on the results of the working groups' work, more specifically it was directed to the Activity plan proposed by the working groups and the delivery of these activities (May 2006).
- The results from the consultations were collected, analyzed and incorporated into the draft National Youth Action Plan (July 2006).
- The Steering Committee approved the final version of the National Youth Action Plan and submitted this draft to the Stakeholder Group for review and adoption (July 2006).
- The finalization of the plan by the Steering Committee members and other NGO representatives, the development of the proposed structure/model for NYAP implementation, budget preparation (July and August 2006).
- The Steering Committee submitted the final version of the National Youth Action Plan to the Government of Montenegro for adoption (September 2006).
- The National Youth Action Plan is adopted by the Government of Montenegro at the meeting on October, 12 2006.

ACTORS IN THE PROCESS OF NATIONAL YOUTH ACTION PLAN DEVELOPMENT IN MONTENEGRO

STAKEHOLDER GROUP

No.	Name	Institution/organization
1.	Adriana Resulbegović	NGO Youth Centre - Proactive
2.	Adrijana Husić	NGO Youth Cultural Centre - Juventas
3.	Anđela Škurić	Ombudsman Office
4.	Bojan Bača	NGO Youth Centre - Proactive/Student of Political Sciences
5.	Branka Racković	Employment Office MN
6.	Edis Softić	NGO CAZAS - Montenegrin Association Against AIDS
7.	Igor Milošević	NGO ADP Zid
8.	Ivana Marojević	NGO "Svetionik" - Bar
9.	Jelena Joksimović	NGO CAZAS - Montenegrin Association Against AIDS
10.	Leon Đokaj	BONO MODO CENTRE
11.	Ljiljana Milonjić	NGO Montenegrin Parents Association
12.	Ljiljana Šuković	PHI Health centre, Podgorica
13.	Ljubica Durutović	Social Welfare Centre, Nikšić
14.	Ljubiša Leković	Municipality Bijelo Polje (general administration)
15.	Marko Ljulđuraj	NGO Youth Centre - Proactive/Student of Political Sciences
16.	Milorad Hajrović	NGO UMHCG - Association of Youth with Disabilities of Montenegro
17.	Mirjana Rakočević	NGO Youth Centre - Proactive
18.	Nebojša Todorović	Ministry of Education and Science MN
19.	Nikola Volkov	NGO Centre for Child's Rights of MN
20.	Radomir Radević	NGO Youth Centre "Postpesimisti" MN
21.	Radojka Kolundžić	Health centre, school care centre, PG

No.	Name	Institution/organization
22.	Slađana Petković	Forum Syd Balkans - Kotor
23.	Snežana Simonović	NGO ENFANTS
24.	Srđan Marković	NGO Youth Cultural Centre - Juventas
25.	Tanja Tankosić Kelly	CRNVO - Center for Development of Non-Governmental Organizations
26.	Vlado Koprivica	Centre for Vocational Education
27.	Velibor Rašović	NGO Centre for Child's Rights of MN

WORKING GROUPS

r.b.	Name	Institution/organization	Working group
1.	Neđeljka Sindik	NGO Ask	Human rights
2.	Siniša Bjeković	Faculty of Law – Centre for Human Rights	Human rights
3.	Nikola Đurašković	NGO Office for Protection Student's Rights and Care about Student's Standard	Human rights
4.	Mišo Pejković	NGO CAZAS - Montenegrin Association Against AIDS	Youth and Health
5.	Ivana Vojvodić	NGO Juventas	Youth and Health
6.	Lidija Ivanović - Ščepanović	Ministry of Health MN	Youth and Health
7.	Goran Macanović	Social Welfare Centre - NK	Informing and mobility
8.	Aleksandra Marić	NGO Youth Media Center – HN	Informing and mobility
9.	Nada Vojvodić	Ministry for Foreign Economic Relations and European Integrations MN	Informing and mobility
10.	Vlado Koprivica	Centre for Vocational Education	Youth education
11.	Jasmina Četković	University of Montenegro – Faculty of Economics	Youth education
12.	Ljiljana Milonjić	NGO Montenegrin Parents Association	Youth education
13.	Vesna Vučurović	Bureau for Education Services	Youth education
14.	Sabra Dragovoja	Forum Syd Balkans	Youth education
15.	Marijana Mugoša	Municipality Podgorica	Youth employment
16.	Branka Racković	Employment Office MN	Youth employment
17.	Željko Bojović	NGO Center for employment and rehabilitation - "Falcon"	Youth employment
18.	Boris Mihailović	Trade Union MN	Youth employment
19.	Dijana Popović - Gavranović	Social Welfare Centre – PG	Youth and family
20.	Marina Zec - Medin	NGO Montenegrin Parents Association	Youth and family
21.	Milan Marjanović	NGO Montenegrin Parents Association	Youth and family

r.b.	Name	Institution/organization	Working group
22.	Iva Rakočević	Student of Faculty of Economics	Leisure
23.	Anđelija Kovačević	NGO Association for Equality and Tolerance	Leisure
24.	Slađana Petković	Forum Syd Balkans	Leisure
25.	Miodrag Eraković	NGO Agency for Local Democracy	Youth social participation
26.	Danijela Bošković	NGO The Monitoring Center CEMI	Youth social participation
27.	Radoje Stanić	NGO Association of young ecologists	Youth social participation
28.	Srđan Marković	NGO Youth Cultural Centre - Juventas	Youth and culture
29.	Zoran Šoškić	City Theatre PG	Youth and culture
30.	Tamara Joković	Ministry of Culture and Media MN	Youth and culture

STEERING COMMITTEE

- Anđa Backović, National coordinator, Ministry of Education and Science MN
- Ajša Hadžibegović, Forum Syd Montenegro
- Aleksandra Zeković, NGO ADP Zid
- Anica - Maja Boljević, Catholic Relief Services - CRS
- Darko Gazdić, Municipality Pljevlja
- Fatima Naza, NGO Centre for Roma Initiative
- Maja Luketić, Social Welfare Centre – Podgorica
- Marija Nenezić, Directorate for Sports and Youth
- Milan Šaranović, NGO Association of Youth with Handicap MN
- Mira Dašić, World Health Organization
- Olivera Komar , NGO Cemi
- Sabahudin Delić, Ministry for Protection of National and Ethnic Minority Rights MN
- Veljko Ščekić, Ombudsman Office

Finance and Fundraising Group

- Ana Stojović- Janković, Save the Children UK
- Nebojša Todorović, Ministry of Education and Science
- Slobodan Živković, NGO ADP ZID

1st and 2nd ROUND OF CONSULTATIONS

NON-GOVERNMENTAL ORGANIZATIONS/ASSOCIATIONS

- Enfants,
- Montenegrin Parents Association,
- CRNVO - Centre for Development of Non-Governmental Organizations,
- Youth Cultural Centre - Juventas,
- ADP ZID,
- Youth Centre – Proactive,
- BONO MODO CENTRE,
- Centre for Civic Education,
- SOS Podgorica,
- European Movement in Montenegro,
- Centre for Youth MN,
- Roma Scholarship Foundation,
- ASK,
- Cazas - Montenegrin Association Against AIDS,
- Educo centar,
- Cemi – Monitoring Centre,
- Association of Youth with Disabilities of Montenegro,
- Greens of Montenegro,
- Children’s Association Bijelo Polje,
- Society of American-Montenegrin Friendship,
- Women for Better Tomorrow,
- Association of Polish living in Montenegro,
- Adriatic radio,
- Association of accountants and audits – Bijelo Polje,
- Bjelasica,
- Škola više,

- “Vrijedne ruke” Bihora,
- SOS – Berane,
- Association of young ecologists of Niksic,
- SOS – Nikšić,
- Association for support to children with disabilities “Nasa inicijativa”,
- Humanitarac,
- OEM,
- Society of the Mentally Disabled Children Parents - Cetinje,
- Secondary school youth centre,
- Women media centre of Montenegro,
- Journalists Association of Cetinje,
- Association of physically disabled persons of Montenegro,
- GIEC - Cetinje,
- Open school – Bar,
- Anima - Kotor,
- Expeditio,
- Forum syd Balkans - Kotor,
- Comic strip club “Andrija Maurović”,
- Association for implementation and protection and education about children’s human rights,
- Kosmet,
- Boards of Citizens (IRD),
- Sport associations.

INSTITUTIONS

- Commissariat for Refugees and Displaced Persons,
- Health centre - Podgorica,
- Social Welfare Centre,
- Children’s home “Mladost” - Bijela
- Centre for education and training »1st June« Podgorica,
- Directorate for Sports and Youth,
- Employment Office,
- Employment Office branches - Podgorica, Kolašin, Nikšić, Bar,
- Ombudsman office,
- Ministry of Health MN,
- Clinical Centre of Montenegro,
- Ministry for Foreign Economic Relations and European Integrations MN,
- Ministry of Education and Science MN,
- Ministry of Labour and Social Welfare...

SCHOOLS/FACULTIES

- Secondary schools - Bijelo Polje, Berane, Nikšić, Kotor, Žabljak, Bar, Podgorica,
- Youth Councils - Tuzi, Podgorica, Nikšić,
- University of Montenegro:
 - a) Students from Faculty of Philosophy – Nikšić,
 - b) Students from Faculties of Law, Economy, Medicine, Mathematics, Biology, Technology, Civil Engineering – Podgorica,
 - c) Students from Faculty of Economy (Department for Management) - Bijelo Polje,
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ANNEX 2

Glossary with explanations and definitions of terms used

- Agenda:** journal/codex/book/index containing list of tasks to be executed.
- Accreditation:** procedure for assessment, validation and recognition of knowledge, curricula, etc. based on adopted standards.
- Active Employment Policy:** strategically planned measure directed toward solving problems of youth unemployment.
- Bologna Declaration:** Through the Bologna Declaration, 29 countries committed themselves in 1999 to joint high education reform. There are about 40 signatories of this Declaration at the moment. The ultimate aim is to create a common European High Education Area by 2010, within different cultures, languages and education systems.
- Civil Society:** in modern circumstances civil society could relates to the area constituted outside of political society and based on the principles of equality, plurality or majority and the principles of tolerance; its main function is to facilitate the introduction of discussions about the core issues important for the development of a democratic society.
- Demographic ageing:** The ageing of the population. Demography is the statistical analysis of population changes and development.
- Democracy:** Indicates the power of the people, the form of power in which all decisions are directly or indirectly taken by the majority of citizens through fair balloting. Modern democracy could be defined as s system of power where final political power or sovereignty belongs to the people, both directly or via elected representatives.

Didactic aids:

teaching aids; aids used in the teaching process in order to enable the achievement of curriculum aims (e.g. textbooks, models, etc.).

Discrimination:

limitation of rights. Discrimination represents various behaviours toward groups (individuals) who are not acknowledged with equal rights.

Children's parliament:

The Children's parliament is dealing with issues and problems important for the status and rights of pupils in elementary and secondary schools and in the overall environment in which they live; it proposes to competent authorities issues which are to be solved and way for their resolution and it participates in decision making.

Ethnic groups:

groups of people based on their affiliation to specific nations.

Evaluation:

assessment of certain processes and changes within these processes in line with previously defined criteria and standards.

Functional Literacy:

literacy is, first of all, reading and writing skills, the ability of people to think and express feelings in correct grammar and language. The idea behind functional literacy implies an even wider meaning. A person is functionally literate if he/she possess general and specific knowledge in different segments of human life and work and if his/her achievements in reading, understanding, writing and arithmetic enable that person to continue to use those skills necessary for both personal and social development.

HIV/AIDS:

HIV is the virus causing AIDS (Acquired Immunodeficiency Virus Syndrome). Its features are weakened organism immunity and its exposure to various infections.

Incidence:

rate (e.g. rate of coming down with an illness).

Curriculum:

comprises a teaching plan and a syllabus. In a wider sense the curriculum covers all contents, processes and activities enabling the achievement of educational aims and outputs, regardless if these are defined at the national (central) or local (school) level.

Qualitative research:

A research method which measures information based on opinions and values and which provides better understanding of attitudes, behaviour, motivation, etc. The analysis of the acquired information is interpretative, impressionistic and diagnostic.

Quantitative research:

research aimed at quantification of attitudes and behaviour, the measuring of variables influencing these, the comparison and identification of their relations. This type of research provides the necessary links between empiric observations and a mathematic expression of their relations.

LGBTIQ:

Abbreviation used in professional literature for the description of homosexual, bisexual, transgender and same sex unions and heterosexual persons who observe themselves or who live outside of hetero-patriarchal norms. The term also relates to activism, movement, and theoretical direction.

Human rights:

human rights are rights which each human being, without exception, should exercise. Human rights cover social rights (work, housing, food, etc.) and political rights (freedom of thought and expression, protection from arbitrary arrest and torture, etc.).

Marginalized groups:

groups of people living at the "margins", borders of society, excluded from decision making processes in communities (Roma, homosexuals, race or gender minorities, poor people and women, etc.).

"Mainstream":

official, generally accepted.

Millennium Development Goals:

goals defined at the United Nation General Assembly in 2000 (Millennium Summit), related to *the preservation of the human dignity principle, equality and parity at the global level*. Some of these aims are: gender equality, reduced child mortality, environment stability, provision of elementary education, etc.

Monitoring:

observation and tracking of certain processes and changes within these processes using previously defined criteria and standards.

Family Violence:

behaviour of family member which jeopardizes the physical identity, mental health or peace of other family members.

It also implies (emotional, social, physical and sexual) abuse of children, the elderly, a spouse or other household members, usually by family or other household members.

Unemployed:

people registered on the labour markets as looking for employment.

Diploma validation:

relates to a (legally regulated) procedure of granting equality of education completion evidence, diplomas or other documents acquired in schools abroad with appropriate diplomas and documents issued by local schools.

“Brain drain”:

mass emigration of educated young people to other countries caused by an economic, social or political crisis.

Sustainable development:

development based on planned and cautious use of natural resources which also provides future generations with the same level of use. It is often called balanced development, since it implies a balance between use and renewal.

Ombudsman:

protector of human rights and freedoms. He/she does not have power of arbitration or direct decision making, rather he/she identifies cases of human rights violations and recommends ways for their protection and respect.

Participation:

possibility to be involved in creating and decision making in all spheres and at all levels in one society.

Needs:

needs occur when a person is faced with the lack of something in his/herself or in his/her environment (e.g. lack of food, shelter, love, company, security, information, etc.) and when he/she feels the necessity to fix this state. Their purpose is to re-establish the state of sufficiency and balance which was disordered.

Prejudices:

Pre-judgment implies conclusion making (opinion making) about others without real knowledge about the other person/group.

Entrepreneurship:

collection of knowledge, abilities and skills necessary for optimal running of some company or business.

Prevalence:

tendency of growth; preponderance, higher value (e.g. increased number of patients)

Prevention:

group of previously planned measure and procedures leading to avoidance or prevention of consequences, in medicine, for example, prevention of some illness (e.g. immunization is a preventive measure).

Consciousness objection:

consciousness objection is refusing to participate in activities against the conscience of the one who is objecting. Even the fact that in most occasions it is linked with military service, supporting and participation in armed conflict, wearing a uniform of using a weapon because of religious or moral beliefs, there are also other forms of consciousness objection, such as the movement for the prohibition of experiments on animals.

Illicit employment:

engagement of persons without setting official working relations; illicit employees have no health protection and retirement insurance rights.

Workshop:

modern form of group work with limited aims. Participants are gathered around the same aim for the purpose of concrete, “practical” training or training in which participants will really participate actively. The accent is on problem solving with active participation, it uses many creative techniques and it could be organized for all topics and age groups.

Ratification of international agreements:

Government supremacy dedication to international agreements made between authorized representatives of the parties involved.

Gender equality:

equality of norms, roles and rules in society and in the country, personal freedom and freedom of personal choice between the male and female genders.

Parents` Council:

The Parents` council is an advisory body made up of representatives of pupils` parents. It is directly involved in setting proposals for important decisions related to the provision of improved working conditions and equipment in schools in line with pedagogical standards.

Certification:

confirmation, written proof issued by an authorized institution or body that a person acquired knowledge, abilities and skills in line with defined measures or criteria, proving the person's professional capability and qualification.

“Grey economy”:

each illegal activity directed toward the gaining of economic benefits which causes financial and other damage, first of all to the Government, but also to entities functioning in line with regulations: unpaid taxes or reduced payment of taxes, taxes on luxury goods, customs and contributions related to payment of employees' salaries, etc.

Strategic plan:

written document serving as long-term guidance for organizations, institutions and other organized entities, contributing to their development in line with users' needs.

Technical-economic surplus:

people losing jobs as a consequence of liquidation, insolvency or the reduced need for labour.

Youth SOS phone services:

services of an informative-counselling character where youth can acquire information, advice or professional help.

Training:

training is a group of workshops or other forms of group work aimed at the acquisition of knowledge and skills, the development of abilities and any improvement in participants' attitudes. It requires defined methodology, working plan and it implies active participation and exchange of experiences among participants and the linking of theory and practice.

Validation:

confirmation/attestation; recognition of the legal validity of a certain document.

Vulnerable groups:

sensitive social groups (single mothers, those with handicaps, refugees, the elderly, etc.).

Interest group:

all members of one community having an interest in resolving specific problem or all those who would be influenced if one or another decision is made.

Pupils' associations:

A pupils' association is established in an elementary school for the purpose of the development of independency, the strengthening of discipline and responsibility for pupils' work and success and their cooperation with teachers and school bodies.

Legal forms of citizens' participation:

citizens' rights to participate in local community public life. Legally established forms of citizens' participation are, for example, civic initiative, citizens meeting and a referendum.

Employees:

statistically registered persons performing work for which they are paid, based on a formal, permanent or temporary valid contract.

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Material Research Society

Ipsos

ABBREVIATIONS

AIDS – Acquired Immunodeficiency Virus Syndrome
 CEDEM – Centre for Democracy and Human Rights
 DODEST – Youth Centre – experimental drama scene Titograd
 DSY – Directorate for Sports and Youth⁸⁰
 EO MN – Employment Office of Montenegro
 ETF – European Training Foundation
 EU – European Union
 FIAT – Festival of International Alternative Theatre
 HIV – Human Immunodeficiency Virus
 ICNY – International Council for National Youth Policy
 M&E – Monitoring and evaluation
 MAFWP – Ministry of Agriculture, Forestry and Water Supply
 MCM – Ministry of Culture and Media
 MEPUP- Ministry of Environmental Protection and Urban Planning
 MES – Ministry of Education and Science
 MFA – Ministry of Foreign Affairs
 MFEREI – Ministry of Foreign Economic Relations and European Integrations
 MH – Ministry of Health
 MJ – Ministry of Justice
 MLSW – Ministry of Labour and Social Welfare
 MMT – Ministry of Maritime and Transportation
 MT – Ministry of Tourism
 NATO – North-Atlantic Treaty Organization
 NFE – Non-formal education
 NGO – Non-governmental organization
 NYAP – National Youth Action Plan

⁸⁰ Starting from year 2007, after changes in Public Administration structure, this Directorate became Sector of the Ministry of Culture, Media and Sports

OESC – Organization for European Security and Cooperation
 PAS – Psychoactive substances
 PWI/PWH – Persons with invalidity/Persons with handicap
 RMN – Republic of Montenegro
 SFRY – Socialist Federative Republic of Yugoslavia
 SRH – Sexual reproductive health
 STD – Sexually transmitted diseases
 STI – Sexually transmitted infection
 TVCG – Television of Montenegro
 UN – United Nations
 UNDP – United Nations development Programme
 UNICEF – United Nations Children’s Fund
 VCT – Voluntary Counselling and Testing
 WG – Working group
 WHO – World Health Organization
 ZAMTES – Institute for International Cultural and Technical Cooperation
 ZIKS – Institute for Execution of Criminal Sanctions

